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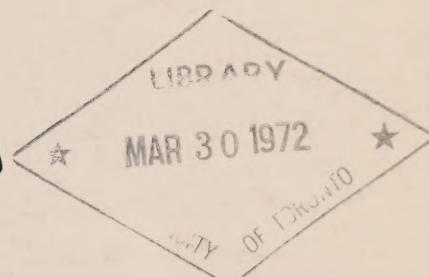
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**1971**



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# requirements

and salaries



Community  
College Graduates  
**1971**



Manpower and Immigration

Manpower Information and Analysis  
Program Development

Main-d'œuvre et Immigration

Analyse du marché du travail  
Etablissement des programmes

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## PREFACE

The "Requirements and Salaries" report is published annually to provide counsellors, organizations, community college officials, government agencies, employers, and other interested parties with up-to-date information on the requirements and average monthly starting salaries for new *community college* graduates in various disciplines of study. Data were obtained from large national employers and student placement offices at community colleges.

Other publications prepared by the Professional and Technical Occupations Division of the Department of Manpower and Immigration dealing with post-secondary education are:

Requirement and Salaries — University Graduates

Director of Employers of New Universities  
Graduates

Supply and Demand — New University Graduates  
University Career Outlook  
Community College Career Outlook

Comments or suggestions regarding this publication may be sent to:

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## INTRODUCTION

This report is concerned with a number of issues involved in the recruiting of new community college graduates. It is comprised of four parts, the first presenting tabulations on requirements and average starting salary rates for new community college graduates from data provided by employers of such graduates. It includes tables and explanatory narrative by disciplines of study, region, industrial sectors, and deciles and quartiles.

The second part deals with salary data provided by Canada Manpower Centres on campus. These data relate to the employment of graduating students as

reported by students themselves and by employers.

The third part of the report summarizes employer recruiting activities on campus during the 1969-70 and 1970-71 academic years.

The fourth part gives a brief report on the "Summer Employment Survey of Post-Secondary Students in Canada" which was conducted in 1970.

Appendix I lists in alphabetical order the participating employers. Appendix II lists the participating Student Placement Offices and Appendix III contains samples of the questionnaires used in the survey.

## SOURCES AND METHODS

### (i) SURVEY OF EMPLOYERS

The survey this year covered 586 employers across Canada of whom 405, or 69 per cent, replied, the same proportion as in 1970. The employers surveyed include those who participated in previous years, those who are listed in the 1970-71 edition of the "Directory of Employers of New University Graduates", and others who expressed an interest in participating.

The participants account for only a small percentage of all employers of community college graduates. However, they do include the major employers in the country, and, in some disciplines, they hire a significant percentage of the new graduates.

The employers in this report are classified into major industrial categories according to the type of activity or business in which they are engaged. This gives some indication of the extent to which different sectors of the economy employ different proportions of the total number of graduates entering the labour force each year. It also provides

evidence of the variation in salaries paid by employers in different industrial sectors. For example, a graduate in Commerce would receive an average starting salary of \$555 per month from a firm engaged in the manufacture of durable goods but only \$487 from Finance and Insurance companies.

It should be noted that employers have been asked to report average monthly starting rates, and many of them pay different rates depending on a graduate's experience or special qualifications. This report utilizes the rate each employer reported he would pay, on the average, for a new community college graduate.

The table which follows presents the distribution by industrial sector of the number of employers in the survey and their rates of response. A number of the employer categories have been separated from the major industrial groupings where such categories display special characteristics.

Industrial Sector	Number Surveyed	Number of Returns Received	Percentage of Total Replying
<b>All Industry</b>	586	405	69
Mining and Fuels (Total)	55	42	76
<i>Mining and Fuels</i>	29	21	72
<i>Petroleum</i>	26	21	81
Manufacturing (Total)	241	168	70
<i>Durable</i>	109	76	70
<i>Non-Durable</i>	105	73	70
<i>Chemical</i>	27	19	70
Construction	14	10	71
Transportation and Communication	26	17	65
Public Utilities	12	10	83
Wholesale and Retail Trade	14	10	71
Finance and Insurance	39	29	74
Service	185	119	64

### (ii) DEFINITIONS

The definitions below refer to the terminology and the methods used in calculating the rates in Tables VII and VIII in this report. These rate measures represent defined points in the range of salaries reported by employers.

*Mean Rate* — This is also referred to as the weighted average. It is obtained by multiplying the number of graduates at each salary rate by that salary rate and dividing the sum of the products by the total number of graduates required.

*First Decile Rate (D1)* — If the salary rates are ranked in descending order, the first decile is the rate above which 90 per cent, and below which 10 per cent, of the total observations fall.

*First Quartile Rate (Q1)* — If the salary rates are arranged in descending order, the first quartile is the rate above which 75 per cent, and below

which 25 per cent, of the total observations fall.

*Median Rate* — If the salary rates are arranged in descending order, the median salary rate is the rate above and below which 50 per cent of the total observations fall.

*Third Quartile Rate (Q3)* — If the salary rates are arranged in descending order, the third quartile is the salary rate above which 25 per cent, and below which 75 per cent, of the total observations fall.

*Ninth Decile Rate (D9)* — If the salary rates are arranged in descending order, the ninth decile is the salary rate above which 10 per cent, and below which 90 per cent, of the total observations fall.

*The Mode Rate* — That salary rate at which the greatest number of graduates was required.

## PART ONE

### EXPLANATION OF TABLES

Tables I and III contain regional and national rates for community college students graduating in 1971, by field and discipline of study.

Tables II and IV contain similar information for those students who graduated in 1970.

Requirements and average starting salary rates for employers grouped by industrial sector are reported in Tables V and VI.

Mean, Median, Mode, Decile, and Quartile starting salaries for graduates in 1970 and 1971 are found in Tables VII and VIII.

The two charts illustrate the percentage distribution by industrial sector of all graduates hired in 1970 and 1971.

### ANALYSIS

An examination of the national requirements reported in Tables I to IV reveals an overall decrease of nearly 24 per cent in the total demand for graduates in 1971 compared to 1970. This decrease is made up of a 14 per cent decline for Commerce graduates, a 29 per cent drop in demand for Applied Arts graduates, and a 27 per cent decrease for graduates of Technology.

In contrast to the general downward trend in the demand for Commerce graduates, there were increases of 80 and 25 per cent respectively for those graduating in the Commerce disciplines of Industrial Management and Accounting and Financial Management. Requirements for graduates in Computer Programming decreased by just over 60 per cent, and an unprecedented 90 per cent decrease was seen in the Hotel, Motel, and Restaurant field. The only discipline in Applied Arts to record an increase in demand, approximately 15 per cent, was Recreation. Employers reported no demand whatsoever for graduates in Art, Journalism, Photographic Arts, and Radio and TV Arts in 1971.

In Technology, requirements for graduates in Metallurgy and Surveying increased by 50 and 40 per cent respectively between 1970 and 1971, while the demand for graduates in the Industrial and Drafting technologies declined by 70 and 60 per cent respectively. Food Technology experienced a decline in demand of more than 50 per cent. However, there was no change in demand for graduates in the Agricultural and Gas, Oil, and Petroleum technologies between 1970 and 1971.

Average starting salary rates in 1971 increased by 4.3 per cent over the rates for community college graduates in 1970. The largest increase was for Applied Arts graduates with more than 10 per cent, followed by Technology graduates with 4.4 per cent, and Commerce graduates with 2.4 per cent. In some disciplines, the percentage increases were fairly large. For example, Medical Radiological and X-Ray graduates received nearly 20 per cent higher starting salaries in 1971 than in 1970. Those in Library Services received over 16 per cent more and in Medical Laboratory, nearly 13 per cent more.

### REGIONAL COMPARISONS

In general, the highest average salary rates in 1971 were concentrated in Ontario, followed by the Western provinces, while the lowest rates were reported in the Atlantic region. Although higher than the rates in the Atlantic region, the rates in Quebec were nevertheless below the national average.

All regions reported higher rates for graduates in the technologies than for graduates in Commerce and Applied Arts with the exception of Ontario where the highest rates reported were for graduates in Applied Arts.

The only region recording a general increase between 1970 and 1971 in the demand for graduates in all fields of study was the Atlantic region. The largest percentage decrease in demand, of nearly 29 per cent, was recorded by the Ontario region followed closely by the Western provinces with 23 per cent and Quebec with 19 per cent.

In Quebec, the requirements for Commerce graduates increased by 50 per cent, while the demand for graduates in Applied Arts dropped by more than 56 per cent.

Ontario experienced decreases in demand of 22 per cent for Commerce graduates, 31 per cent for Technology graduates, and close to 45 per cent for Applied Arts graduates between 1970 and 1971.

There was only a small decrease in demand, less than five per cent, in the Western provinces for graduates in Applied Arts, and an increase of nearly 26 per cent for Technology graduates and 28 per cent for Commerce graduates.

### INDUSTRIAL COMPARISONS

Tables V and VI list requirements and average starting salaries for employers grouped by industrial sector.

An analysis of the average starting salaries reveals more than 11 per cent increases for Commerce and Applied Arts graduates by the Service industrial sector. The lowest percentage increase, 1.2 per cent, was recorded by Finance and Insurance companies for Commerce graduates. The Mining and Fuels sector reported increases of more than eight per cent and 5.4 per cent respectively for graduates in Commerce and Technology, while for the Manufacturing sector, the corresponding increases were 3.2 and 2.5 per cent respectively.

Only a minimal decrease in the demand for Commerce graduates was reported by the Mining and Fuels sector, while in the Transportation and Communication industries, the decrease stood at 45 per cent in this discipline. Only one sector, Finance and Insurance companies, increased their requirements for Commerce graduates, to 10 per cent.

The demand for Technology graduates suffered decreases in all industrial sectors except Transportation and Communication where a 12 per cent increase was recorded.

Only the Transportation and Communication and

TABLE I

**REGIONAL—Requirements and Average Starting Salaries by Discipline, for Commerce and Applied Arts Students Graduating in 1971**

DISCIPLINE	CANADA			WESTERN PROVINCES			ONTARIO			QUEBEC			ATLANTIC		
	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$
<b>COMMERCE</b>	60	453	509	27	93	495	58	245	529	15	90	476	7	25	464
Business Administration	31	276	506	11	59	491	25	135	525	7	60	491	5	22	471
Accounting and Financial Management	13	66	522	5	15	481	8	47	535	2	3	—	1	1	—
Computer Programming	13	25	529	2	2	—	8	12	533	3	11	517	—	—	—
Hotel, Motel and Restaurant	1	1	—	1	1	—	—	—	—	—	—	—	—	—	—
Industrial Management	6	22	545	2	6	—	5	16	547	—	—	—	—	—	—
Marketing and Retailing	13	42	533	5	9	507	10	31	545	1	2	—	—	—	—
Secretarial Science	6	21	371	1	1	—	2	4	—	2	14	—	1	2	—
<b>APPLIED ARTS</b>	20	146	515	6	82	506	14	36	575	4	24	461	1	4	—
Art	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Journalism	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Library	4	6	466	1	1	—	2	4	—	1	1	—	—	—	—
Nursing	3	72	508	2	52	—	—	—	—	1	20	—	—	—	—
Photographic Arts	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Radio and T.V. Arts	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Recreation	2	17	—	1	3	—	2	8	—	1	2	—	1	4	—
Social Welfare	12	45	542	1	20	—	10	24	608	1	1	—	—	—	—

Rates are not shown where there are less than three employers, or where there are less than five employees.

TABLE II

**REGIONAL—Requirements and Average Starting Salaries by Discipline, for Commerce and Applied Arts Students Graduating in 1970**

DISCIPLINE	CANADA			WESTERN PROVINCES			ONTARIO			QUEBEC			ATLANTIC		
	No. of Employers	No. of Grads. Hired	Avg. Rate \$	No. of Employers	No. of Grads. Hired	Avg. Rate \$	No. of Employers	No. of Grads. Hired	Avg. Rate \$	No. of Employers	No. of Grads. Hired	Avg. Rate \$	No. of Employers	No. of Grads. Hired	Avg. Rate \$
<b>COMMERCE</b>	100	529	497	39	129	492	113	315	509	15	60	459	12	25	444
Business Administration	59	306	506	15	76	493	45	183	522	7	27	474	10	20	456
Accounting and Financial Management	24	53	478	5	15	432	17	26	500	2	9	—	1	3	—
Computer Programming	33	69	517	10	22	536	20	38	507	3	9	511	—	—	—
Hotel, Motel and Restaurant	4	9	536	1	1	—	3	8	539	—	—	—	—	—	—
Industrial Management	9	12	537	1	1	—	8	11	541	—	—	—	—	—	—
Marketing and Retailing	15	39	518	4	8	519	13	29	519	1	2	—	—	—	—
Secretarial Science	11	40	368	3	6	425	7	20	365	1	12	—	1	2	—
Others	1	1	—	—	—	—	—	—	—	1	1	—	—	—	—
<b>APPLIED ARTS</b>	33	205	467	10	86	488	23	64	495	7	55	410	—	—	—
Art	2	2	—	—	—	—	1	1	—	1	1	—	—	—	—
Journalism	5	6	539	—	—	—	5	6	539	—	—	—	—	—	—
Library	6	14	401	2	2	—	2	2	—	2	10	—	—	—	—
Nursing	3	78	456	2	38	—	—	—	—	1	40	—	—	—	—
Photographic Arts	2	2	—	—	—	—	2	2	—	—	—	—	—	—	—
Radio and T.V. Arts	1	1	—	—	—	—	1	1	—	—	—	—	—	—	—
Recreation	2	15	—	1	3	—	2	10	—	1	2	—	—	—	—
Social Welfare	15	62	481	4	19	457	10	42	494	1	1	—	—	—	—
Others	2	25	496	1	24	—	—	—	—	1	1	—	—	—	—

Rates are not shown where there are less than three employers, or where there are less than five employees.

TABLE III

**REGIONAL—Requirements and Average Starting Salaries by Discipline, for Technology Students Graduating in 1971**

DISCIPLINE	CANADA			WESTERN PROVINCES			ONTARIO			QUEBEC			ATLANTIC		
	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$
<b>TECHNOLOGIES</b>	97	867	543	91	334	543	83	356	558	35	125	511	20	52	497
Aeronautical and Aircraft	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Agricultural	8	64	483	5	15	500	3	17	431	2	20	—	3	12	487
Architectural	3	3	—	—	—	—	2	2	—	1	1	—	—	—	—
Biochemistry	7	37	522	2	7	—	3	18	541	4	10	486	1	2	—
Chemical	18	82	533	7	28	556	7	32	533	6	20	497	2	2	—
Civil	11	28	512	3	10	521	7	13	539	1	2	—	1	3	—
Dental	3	8	484	1	2	—	—	—	—	—	—	—	2	6	—
Drafting	9	19	462	4	7	532	3	9	418	1	1	—	1	2	—
Electrical	26	113	562	9	43	569	14	61	562	2	3	—	2	6	—
Electronic	19	121	539	6	34	493	7	59	559	3	20	550	3	8	552
Food	7	11	489	2	2	—	4	6	546	1	3	—	—	—	—
Forestry and Forest Products	6	35	536	6	33	539	—	—	—	—	—	—	1	2	—
Gas, Oil, Petroleum	10	32	556	10	32	556	—	—	—	—	—	—	—	—	—
Industry	1	4	—	—	—	—	1	4	—	—	—	—	—	—	—
Instrumentation and Control	10	41	604	5	16	582	4	24	621	1	1	—	—	—	—
Mechanical	25	75	559	7	21	569	15	41	569	3	12	511	1	1	—
Medical Laboratory	13	57	496	8	32	498	2	10	—	2	9	—	2	6	—
Medical Radiological and X-Ray	5	22	512	3	7	499	1	8	—	1	7	—	—	—	—
Metallurgical	5	23	587	1	2	—	3	20	591	1	1	—	—	—	—
Mining	9	48	641	4	8	652	5	27	650	5	11	625	1	2	—
Refrigeration, Air Conditioning	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Survey	1	14	—	1	14	—	—	—	—	—	—	—	—	—	—
Textile	1	8	—	—	—	—	1	4	—	1	4	—	—	—	—

Rates are not shown where there are less than three employers, or where there are less than five employees.

TABLE IV

**REGIONAL—Requirements and Average Starting Salaries by Discipline, for Technology Students Graduating in 1970**

DISCIPLINE	CANADA			WESTERN PROVINCES			ONTARIO			QUEBEC			ATLANTIC		
	No. of Employers	No. of Grads. Hired	Avg. Rate \$	No. of Employers	No. of Grads. Hired	Avg. Rate \$	No. of Employers	No. of Grads. Hired	Avg. Rate \$	No. of Employers	No. of Grads. Hired	Avg. Rate \$	No. of Employers	No. of Grads. Hired	Avg. Rate \$
<b>TECHNOLOGIES</b>	<b>151</b>	<b>1181</b>	<b>520</b>	<b>123</b>	<b>450</b>	<b>514</b>	<b>146</b>	<b>515</b>	<b>531</b>	<b>51</b>	<b>180</b>	<b>493</b>	<b>22</b>	<b>36</b>	<b>481</b>
Aeronautical and Aircraft	1	12	—	—	—	—	—	—	—	1	12	—	—	—	—
Agricultural	6	78	481	2	12	—	4	33	439	1	30	—	—	—	—
Architectural	3	3	—	—	—	—	3	3	—	—	—	—	—	—	—
Biochemistry	10	33	509	4	6	520	4	17	525	5	9	472	1	1	—
Chemical	37	132	535	8	19	542	23	81	550	10	28	494	3	4	—
Civil	23	53	534	9	27	532	12	24	542	1	1	—	1	1	—
Dental	1	1	—	—	—	—	—	—	—	—	—	—	1	1	—
Drafting	15	49	456	6	19	498	6	24	425	4	5	459	1	1	—
Electrical	27	145	549	11	65	551	15	69	553	3	6	550	2	5	—
Electronic	27	183	506	9	74	504	13	73	511	5	27	511	4	9	478
Food	11	23	447	7	13	451	3	6	487	1	4	—	—	—	—
Forestry and Forest Products	9	41	528	7	36	529	2	4	—	—	—	—	1	1	—
Gas, Oil, Petroleum	13	32	532	12	31	537	—	—	—	1	1	—	—	—	—
Industrial	5	13	534	—	—	—	5	13	534	—	—	—	—	—	—
Instrumentation and Control	19	54	574	8	18	578	6	28	585	5	7	519	1	1	—
Mechanical	43	114	542	7	15	546	27	71	552	7	21	531	5	7	487
Medical Laboratory	20	82	440	13	51	427	4	17	491	2	12	—	1	2	—
Medical Radiological and X-Ray	10	30	428	8	20	408	1	4	—	1	6	—	—	—	—
Metallurgical	8	15	553	2	4	—	4	9	581	2	2	—	—	—	—
Mining	8	35	633	4	11	627	6	22	637	1	2	—	—	—	—
Refrigeration, Air Conditioning	1	2	—	—	—	—	1	2	—	—	—	—	—	—	—
Survey	5	10	528	3	7	532	2	3	—	—	—	—	—	—	—
Textile	2	14	—	—	—	—	2	7	—	1	7	—	—	—	—

Rates are not shown where there are less than three employers, or where there are less than five employees.

**TABLE V**  
**Requirements and Average Starting Salaries by Field of Study and Industry**  
**for Graduates of 1971**

COMMERCE				APPLIED ARTS			TECHNOLOGIES		
INDUSTRY	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$	No. of Employers	No. of Grads. Req'd.	Avg. Rate \$
<b>ALL INDUSTRY</b>	<b>60</b>	<b>453</b>	<b>509</b>	<b>20</b>	<b>146</b>	<b>515</b>	<b>97</b>	<b>867</b>	<b>543</b>
Total Mining and Fuels	5	43	539	—	—	—	21	199	586
<i>Mining and Fuels</i>	1	1	—	—	—	—	10	112	607
<i>Petroleum</i>	4	42	536	—	—	—	11	87	559
Total Manufacturing	24	96	542	—	—	—	33	148	532
<i>Durable</i>	8	43	555	—	—	—	18	99	548
<i>Non-Durable</i>	15	51	528	—	—	—	12	42	523
<i>Chemical</i>	1	2	—	—	—	—	3	5	516
Construction	—	—	—	—	—	—	2	5	—
Transportation and Communication	6	24	530	1	6	—	7	74	532
Public Utilities	1	1	—	—	—	—	7	106	581
Wholesale and Retail Trade	4	90	517	—	—	—	2	13	—
Finance and Insurance	12	160	487	—	—	—	—	—	—
Service	8	39	449	19	140	514	25	324	514

Rates are not shown where there are less than three employers, or where there are less than five employees.

**TABLE VI**  
**Requirements and Average Starting Salaries by Field of Study and Industry**  
**for Graduates of 1970**

INDUSTRY	COMMERCE			APPLIED ARTS			TECHNOLOGIES		
	No. of Employers	No. of Grads. Hired	Avg. Rate \$	No. of Employers	No. of Grads. Hired	Avg. Rate \$	No. of Employers	No. of Grads. Hired	Avg. Rate \$
<b>ALL INDUSTRY</b>	<b>100</b>	<b>529</b>	<b>497</b>	<b>33</b>	<b>205</b>	<b>467</b>	<b>151</b>	<b>1181</b>	<b>520</b>
Total Mining and Fuels	12	45	498	2	2	—	29	245	556
<i>Mining and Fuels</i>	4	8	512	—	—	—	14	134	572
<i>Petroleum</i>	8	37	495	2	2	—	15	111	536
Total Manufacturing	39	170	525	2	2	—	59	338	519
<i>Durable</i>	15	73	528	2	2	—	25	202	516
<i>Non-Durable</i>	21	87	521	—	—	—	26	104	516
<i>Chemical</i>	3	10	536	—	—	—	8	32	546
Construction	—	—	—	—	—	—	4	5	539
Transportation and Communication	8	44	508	3	26	496	7	66	496
Public Utilities	6	22	550	—	—	—	8	142	560
Wholesale and Retail Trade	5	58	501	—	—	—	3	26	395
Finance and Insurance	21	145	481	4	7	485	2	4	—
Service	9	45	404	22	168	461	39	355	492

Rates are not shown where there are less than three employers,  
or where there are less than five employees.

the Service sectors reported requirements for Applied Arts graduates, and both recorded decreases in their demand in this field.

#### MEAN, MEDIAN, MODE, DECILE, AND QUARTILE RATES

Tables VII and VIII list Mean, Median, Mode, first and third quartile, and first and ninth decile starting salary rates of pay in 1970 and 1971 respectively for Commerce, Applied Arts, and Technology graduates.

It is noted that the range between first and ninth decile rates for Commerce graduates remained the same at \$130 per month, while for Technology graduates, it increased by only \$3 from \$160 in 1970 to

\$163 in 1971. In contrast, Applied Arts graduates experienced a drop of \$30 per month, from \$133 to \$103.

#### DISTRIBUTION OF ALL GRADUATES HIRED BY INDUSTRIAL SECTOR

As illustrated in Charts I and II, the Manufacturing sector as a whole registered the largest percentage decline in the number of graduates hired between 1970 and 1971. The Service sector recorded the largest percentage increase with 46 per cent, followed by Wholesale and Retail Trade and Finance and Insurance with just under three per cent respectively. The other industrial sectors experienced minimal changes in their hiring patterns.

TABLE VII  
Mean, Median, Mode, Decile and Quartile Starting Salaries per Month for Students Graduating in 1970 by Field of Study, as Reported by Employers

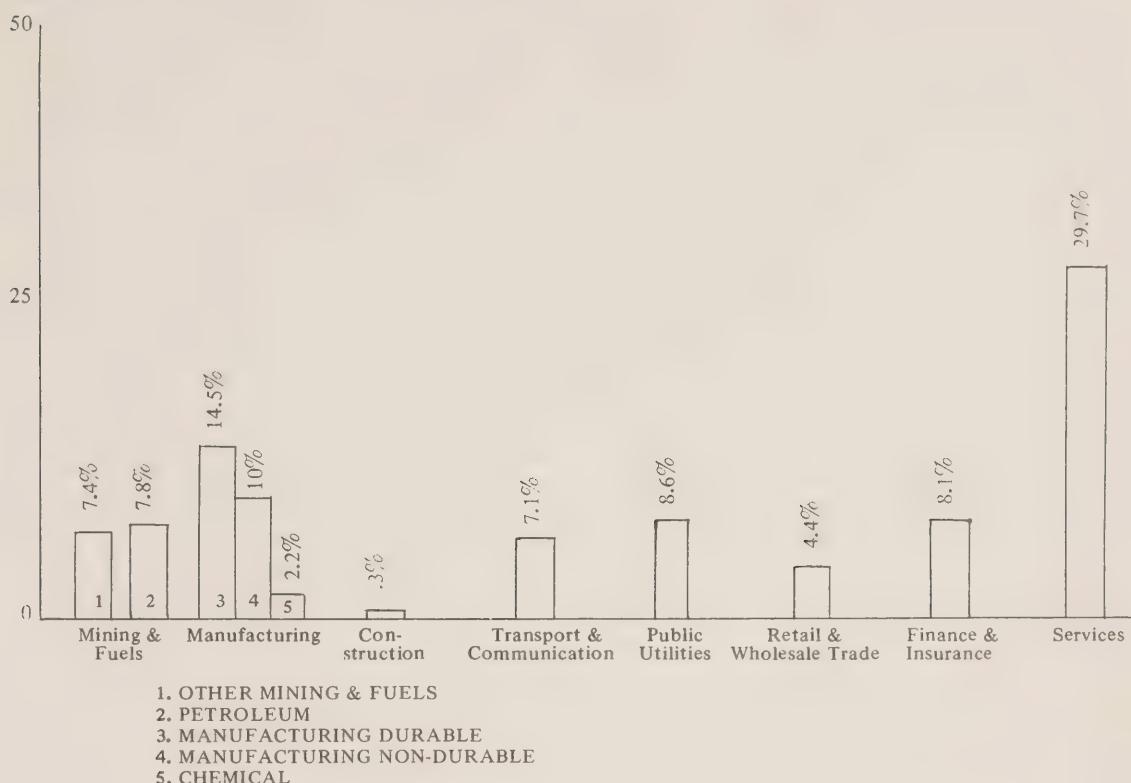
Field of Study	No. of Graduates Hired	Mean	D 1	Q 1	Median	Q 3	D 9	Mode
Commercial	529	\$ 497	\$ 420	\$ 475	\$ 510	\$ 535	\$ 550	\$ 500
Applied Arts	205	\$ 467	\$ 400	\$ 412	\$ 488	\$ 500	\$ 533	\$ 412
Technology	1181	\$ 520	\$ 435	\$ 475	\$ 525	\$ 550	\$ 595	\$ 525

TABLE VIII  
Mean, Median, Mode, Decile and Quartile Starting Salaries per Month for Students Graduating in 1971 by Field of Study, as Reported by Employers

Field of Study	No. of Graduates Required	Mean	D 1	Q 1	Median	Q 3	D 9	Mode
Commercial	453	\$ 509	\$ 445	\$ 477	\$ 513	\$ 540	\$ 575	\$ 500
Applied Arts	146	\$ 515	\$ 464	\$ 477	\$ 520	\$ 520	\$ 567	\$ 520
Technology	867	\$ 543	\$ 460	\$ 500	\$ 545	\$ 580	\$ 623	\$ 500

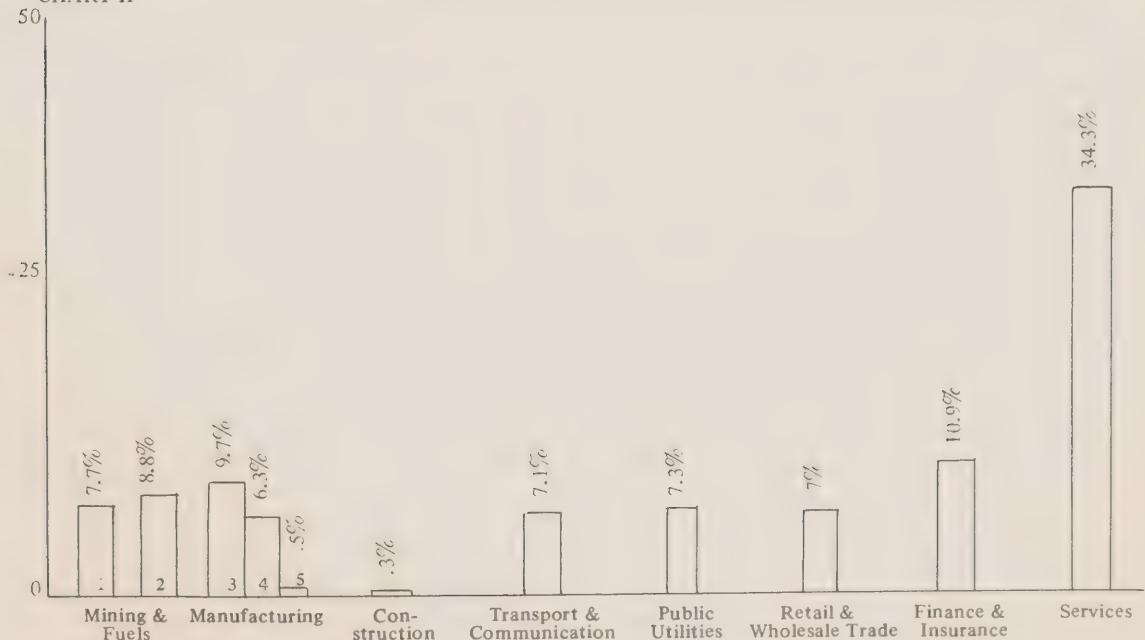
### PERCENT DISTRIBUTION BY INDUSTRY OF ALL GRADUATES HIRED IN 1970

CHART I



### PERCENT DISTRIBUTION BY INDUSTRY OF ALL GRADUATES HIRED IN 1971

CHART II





## PART TWO

### STUDENT PLACEMENT OFFICE REPORTS

Tables IX and X were compiled from information submitted by 27 student placement offices at community colleges.

No returns were received from offices in British Columbia, and consequently the data under "Western Provinces" excludes that province.

The student placement office returns record average starting salary rates for Commercial graduates which were eight per cent lower than those reported by employer returns for 1971, about 12 per cent lower rates for Applied Arts graduates, and 11 per cent lower rates for graduates in the Technology fields.

By computing one single average national starting rate for community college graduates in 1971 weighted by the number of graduates hired, we find that student placement offices report that employers paid \$473 per month, while employers responding to this survey reported a mean rate of \$530 per month.

When comparing rates on a regional basis, it is noted that Ontario employers who responded to the survey consistently reported higher rates for Com-

mercial, Applied Arts, and Technology graduates than the other regions. In contrast, there is no set pattern for the employers included in the student placement office returns. Commercial graduates in the Eastern provinces received higher salaries than those in the other regions, while the rate for Applied Arts graduates was highest in Ontario and for graduates in Technology it was highest in the Western provinces.

An examination of selected individual disciplines reveals a number of variances between the two sources. For example, the student placement offices reported slightly higher rates for those graduating in Accounting and Financial Management, and in the Food, and Gas, Oil, Petroleum technologies less than two per cent. For all the other disciplines, except Drafting where there is no variance, employers in the survey reported higher rates of more than 50 per cent for graduates in Dental Technology, about 17 per cent for graduates in Electrical and Mining technologies, and about 16 per cent for those graduating in Biochemistry and in Instrumentation and Control.

TABLE IX

Requirements and Mean Starting Salary Rates per Month, as Reported  
by Student Placement Offices, for Commercial and Applied Arts  
Students Graduating in 1971

Discipline	CANADA				EASTERN PROVINCES				QUEBEC				ONTARIO				WESTERN PROVINCES			
	No. of SPOs	No. of Grads. Req'd.	Mean Rate	No. of SPOs	No. of Grads. Req'd.	Mean Rate	No. of SPOs	No. of Grads. Req'd.	Mean Rate	No. of SPOs	No. of Grads. Req'd.	Mean Rate	No. of SPOs	No. of Grads. Req'd.	Mean Rate	No. of SPOs	No. of Grads. Req'd.	Mean Rate		
Commercial :	19	752	466	2	61	494	10	343	472	3	270	450	4	78	470					
Accounting and Financial Management	11	142	524	2	48	513	3	28	549	3	43	518	3	23	525					
Computer Programming	16	128	504	1	2	450	9	80	505	2	31	507	4	15	503					
Hotel, Motel and Restaurant	3	77	525	1	2	400	1	74	529	—	—	—	1	1	450					
Marketing and Retailing	11	123	515	1	3	500	3	28	549	3	72	506	4	20	504					
Secretarial Science	9	253	363	1	4	300	3	116	368	2	115	365	3	18	334					
Others	4	29	540	1	2	550	1	17	529	1	9	563	1	1	490					
Applied Arts :	12	419	453	1	7	350	7	221	429	2	173	488	2	18	439					
Art	1	12	370	—	—	—	1	12	370	—	—	—	—	—	—					
Interior Design	2	7	384	—	—	—	2	7	384	—	—	—	—	—	—					
Journalism	4	50	413	1	1	300	1	32	402	1	16	445	1	1	380					
Library	8	83	417	1	3	400	5	70	412	1	9	463	1	1	390					
Photographic Arts	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—					
Radio and T.V. Arts	3	25	447	—	—	—	2	11	444	1	14	450	—	—	—					
Recreation	4	75	502	1	2	275	2	44	498	1	29	523	—	—	—					
Social Welfare Technology	7	137	477	1	1	400	3	42	420	1	79	515	2	15	442					
Others	3	30	435	—	—	—	1	3	503	1	26	425	1	1	500					

TABLE X

Requirements and Mean Starting Salary Rates per Month, as Reported by Student Placement Offices, for Technology Students Graduating in 1971

Discipline	CANADA				EASTERN PROVINCES				QUEBEC				ONTARIO				WESTERN PROVINCES			
	No. of SPOs	No. of Grads. Req'd.	Mean Rate	No. of SPOs	No. of Grads. Req'd.	Mean Rate	No. of SPOs	No. of Grads. Req'd.	Mean Rate	No. of SPOs	No. of Grads. Req'd.	Mean Rate	No. of SPOs	No. of Grads. Req'd.	Mean Rate	No. of SPOs	No. of Grads. Req'd.	Mean Rate		
Technologies	24	1604	481	2	129	475	15	1050	475	3	274	475	4	151	538	—	—	500		
Aeronautical and Aircraft	2	46	419	—	—	—	—	—	—	1	45	417	1	1	—	—	—	—		
Agricultural	2	21	464	—	—	—	—	—	—	2	21	464	—	—	—	—	3	448		
Architectural	6	17	423	1	12	411	2	2	458	—	—	—	—	3	3	1	1	540		
Biochemistry	3	104	457	—	—	—	2	103	456	—	—	—	—	1	1	11	11	522		
Chemical	12	126	511	—	—	—	6	88	499	2	27	545	4	1	14	14	14	545		
Civil	3	59	477	1	24	420	—	—	—	1	21	498	1	—	—	—	1	465		
Dental	2	24	319	—	—	—	—	—	—	1	23	313	1	1	1	1	1	508		
Drafting	8	82	462	1	4	450	3	60	467	2	11	411	2	2	7	7	7	531		
Electrical	12	101	483	—	—	—	8	70	460	1	19	535	3	12	—	—	—	528		
Electronic	19	302	506	2	43	516	10	185	502	3	50	503	4	24	—	—	—	—		
Food	2	17	497	—	—	—	—	—	—	2	17	497	—	—	—	—	—	—		
Forestry and Forest Products	2	28	469	—	—	—	2	28	469	—	—	—	—	2	21	566	—	—		
Gas, Oil, Petroleum	2	21	566	—	—	—	—	—	—	—	—	—	—	2	20	539	—	—		
Instrumentation and Control	3	34	524	—	—	—	1	14	502	—	—	—	—	2	2	4	4	530		
Mechanical	15	148	506	1	20	512	9	95	505	3	29	504	2	1	1	1	1	475		
Medical Laboratory	4	63	436	1	4	420	2	58	436	—	—	—	—	—	—	—	—	—		
Medical Radiological and X-Ray	1	2	430	1	2	430	—	—	—	—	—	—	—	—	—	—	—	—		
Metallurgical	1	5	475	—	—	—	1	5	475	—	—	—	—	—	—	—	—	—		
Mining	2	31	550	—	—	—	1	14	495	—	—	—	—	1	17	595	—	—		
Nursing (degree)	7	172	473	1	20	475	6	152	473	—	—	—	—	—	—	—	—	—		
Refrigeration and Air Conditioning	5	47	420	—	—	—	3	40	400	—	—	—	—	2	7	534	—	—		
Survey	7	56	459	—	—	—	4	50	454	—	—	—	—	3	6	496	—	—		
Textile	2	24	471	—	—	—	1	22	475	1	2	425	—	—	—	—	—	—		
Tool and Die	1	14	451	—	—	—	1	14	451	—	—	—	—	—	—	—	—	—		
Others	5	60	497	—	—	—	3	50	478	1	9	618	1	1	1	1	1	375		



### PART THREE

#### CAMPUS ACTIVITIES BY RECRUITING EMPLOYERS

Tables XI to XIII give the average number of campuses visited by employers during the 1969-70 and 1970-71 academic years, and the number and percentage of recruiting employers grouped by number of campuses visited for the last six years.

The regional distribution of employers and their average number of campus visits reveal a slight re-

duction in the number of recruiting employers and no change in the average number of campuses visited in the two academic years. All regions with the exception of Ontario recorded small increases.

Table XIII documents a declining percentage of employers recruiting on six or fewer campuses during the past three years, and an increasing percentage recruiting at seven or more campuses.

TABLE XI  
Average Number of Campuses visited by Employers  
in the 1969-70 and 1970-71 Academic Years

	No. of Employers 1969-70	Average No. of Campuses Visited 1969-70	No. of Employers 1970-71	Average No. of Campuses Visited 1970-71
Pacific	18	1.3	20	1.4
Prairie	35	2.0	23	2.7
Ontario	66	3.6	60	3.5
Quebec	26	2.9	25	3.3
Atlantic	17	2.1	13	2.2
Total	92	4.8	87	4.8

TABLE XII  
Number of Recruiting Employers Grouped  
by Number of Campuses visited by Academic Year

Number of Campuses Visited	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15 & Up	Total
Number of Employers 1965-66	48	17	7	8	2	6	—	6	94
Number of Employers 1966-67	66	25	7	6	4	4	2	3	117
Number of Employers 1967-68	58	14	10	1	1	4	1	4	93
Number of Employers 1968-69	59	18	11	3	1	—	1	5	98
Number of Employers 1969-70	56	16	10	5	1	2	—	2	92
Number of Employers 1970-71	54	15	7	5	1	1	2	2	87

TABLE XIII  
Percentage of Recruiting Employers Grouped  
by Number of Campuses visited by Academic Year

Number of Campuses Visited	15 & Up							
	%	%	%	%	%	%	%	%
Percentage of Employers 1965-66	51.1	18.1	7.4	8.5	2.1	6.4	—	6.4
1966-67	56.4	21.4	6.0	5.1	3.4	3.4	1.7	2.6
Conducting 1967-68	62.4	15.0	10.7	1.1	1.1	4.3	1.1	4.3
On Campus 1968-69	60.2	18.4	11.2	3.1	1.0	—	1.0	5.1
Recruitemt 1969-70	60.9	17.4	10.9	5.4	1.1	2.2	—	2.2
1970-71	62.1	17.2	8.0	5.7	1.1	1.1	2.3	2.3



## PART FOUR

### SUMMER EMPLOYMENT

The Data on summer employment were gathered by surveys of Post-Secondary student summer employment carried out in the Fall of 1969 and 1970 by the Department of Manpower and Immigration. The summer employment questionnaire was completed by about 17,000 students selected randomly from a representative sample of Post-Secondary Institutions across Canada.

### COMMUNITY COLLEGE STUDENT SUMMER EMPLOYMENT, 1970

#### 1. PROPORTION OF STUDENTS SEEKING WORK

A large proportion of community college students seek work during the summer. Table XIV shows that 90 per cent of community college students entered the labour market in the summer of 1970. This compares to 92 per cent in the summer of 1969.

TABLE XIV  
Students Who Sought Paid Summer Work  
in 1969 and 1970

	University 1969	Community College 1969	University 1970	Community College 1970
Male	179,100 (89%)	52,000 (93%)	197,450 (92%)	71,900 (93%)
Female	85,600 (81%)	30,000 (89%)	94,550 (88%)	31,750 (83%)
Total	264,700 (87%)	82,200 (92%)	292,000 (90%)	103,650 (90%)

#### 2. ACTIVITIES OF STUDENTS WHO DID NOT SEEK PAID SUMMER WORK

Most community college students who did not attempt to find a paying job in the summer of 1970 devoted their time to studying. Twenty six per cent

of students spent their summer at their studies, while 24 per cent travelled during the summer months. Ten per cent gave "no jobs available" as a reason for not attempting to find summer work.

The full study of student summer employment "Summer Employment Survey of Post-Secondary Students in Canada" is

available through the Department of Manpower and Immigration, Ottawa, Ontario.

TABLE XV  
Reasons for not attempting to Find Summer Work  
(per cent)

	Summer Studies	Volunteer Work	Travel	No Jobs Available	Other	Year Round System of Studies	No Answer
Male	27	13	19	13	19	1	9
Female	25	12	28	8	22	2	3
Average	26	12	24	10	21	1	6

#### 3. PROPORTION OF STUDENTS WHO SOUGHT AND OBTAINED SUMMER WORK

Eighty-eight per cent of community college students who sought paid summer work in 1969, compared to 90 per cent in 1970, found a job at some time during

the summer, although males were always more successful than females. However, a larger proportion of female university students found jobs than did community college males.

TABLE XVI  
Students Who Obtained Summer Work in 1969 and 1970

	1969	1970
Male	44,500 (91%)	71,900 (93%)
Female	24,600 (82%)	31,750 (83%)
Total	69,100 (88%)	103,650 (90%)

#### 4. WEEKS WORKED AND WEEKS OF WORK DESIRED

While a high proportion of both community college and university students found a job at some time during the summer of 1970, the length of time worked by students varied considerably. Among males who

sought work, 15 per cent found no work at all, and a further eight per cent worked less than four weeks. For females, 25 per cent found no work at all and a further 10 per cent worked less than four weeks. Males who found employment worked an average of 11 weeks; females worked an average of nine weeks.

TABLE XVII  
Weeks Worked (Community College)

	(per cent)					
	1-4	5-8	9-12	13-16	17-20	Over 20
Male	8	29	36	17	4	1
Female	10	39	35	9	2	1
Average	9	32	36	15	4	1

Note: Figures may not add up to 100% due to rounding.

TABLE XVIII  
Additional Weeks' Work Desired

	Community College	University	All Post- Secondary
Average Additional Weeks Desired (those who worked)	4	5	5
Average Weeks' Desired (those who did not work)	10	13	10

As was shown previously 15 per cent of male community college students and seven per cent of male university students as well as 25 and 11 per cent female students were unsuccessful in obtaining a job

of some duration. Because these figures refer to the whole summer period, however, monthly unemployment rates for post-secondary students would likely have been much higher.

#### 5. EARNINGS AND SAVINGS OF STUDENTS

Over the summer of 1970 male community college students earned an average of \$790, female students

earned much less \$440. Male and female university students earned more respectively than male and female community college students.

TABLE XIX  
Average Gross Summer Earnings and Savings of Community College Students  
(in dollars)

	Earnings		Savings	
	1969	1970	1969	1970
Male	920	790	400	350
Female	500	440	210	210
Average	770	690	330	310

Male community college students saved \$350 of their 1970 summer earnings; females saved \$210.

Community college students saved less in the summer of 1970 than they did the previous year.

#### 6. MAIN FIELD OF EMPLOYMENT OF STUDENTS

Most community college and university students worked in private industry during the summer of

1970. However, 30 per cent of community college males and 30 per cent of females obtained jobs in either federal, provincial, or municipal governments.

TABLE XX  
Main Field of Employment of Community College Students

	(per cent)					
	Federal	Provincial	Municipal	Private Industry	Educ. Inst.	No Ans.
Male	12	10	8	64	3	3
Female	7	11	12	58	5	7
Average	11	10	9	62	3	4

## 7. EARNINGS BY MAIN FIELD OF EMPLOYMENT

Male community college students earned most (\$835) in Private Industry employment and least in Educational Institution employment (\$560). Females earned most in Federal Government (\$600) and least in Mu-

nicipal Government employment (\$390). Females earned less than males in all fields of employment, although the male-female differential in earnings was smallest in Educational Institutions.

TABLE XXI  
Earnings by Main Field of Employment of Community College Students

	(in dollars)				
	Federal	Provincial	Municipal	Private Industry	Educ. Instit.
Male	725	800	640	835	560
Female	600	535	390	410	475
Average	700	720	545	730	525

## 8. OCCUPATION OF STUDENTS

Most community college students (41 per cent) worked in either service or non-agricultural labour occupations. Community college males were found most often in non-agricultural (32 per cent), and skilled labour and service occupations (12 per cent).

Females worked most often in clerical and service occupations. Only five per cent of community college students worked in professional and technical or professional and technical support occupations compared to 15 per cent of university students.

## 9. EARNINGS BY OCCUPATION

Earnings of community college students were below those of university students in the same occupation. Community college students (both male and female) earned most in Professional and Technical Occupa-

tions (\$1,375 and \$720 respectively). While the males earned least in Labour (agricultural) female students earned least in Sales, Service and Recreational facilities. Males without exception earned more than females in the same occupations.

TABLE XXII  
Occupation of Students  
(per cent)

	Community College			University		
	Male	Female	Total	Male	Female	Total
Professional & Technical	1	—	1	6	3	5
Administrative & Supervisory	1	—	1	2	—	1
Professional & Technical Support	4	6	4	11	8	10
Clerical & Secretarial	8	24	12	9	26	14
Sales	11	19	13	7	14	9
Service	12	28	17	10	27	15
Recreation	4	10	6	6	10	7
Labour (Skilled and Semi-skilled)	12	3	9	9	3	7
Labour (non-Agricultural)	32	3	24	31	4	22
Labour (Agricultural)	4	1	3	3	1	3
Other	10	6	10	6	3	5

TABLE XXIII  
Earnings by Occupation  
(in dollars)

	University		Community College	
	Male	Female	Male	Female
Professional & Technical	1,895	1,230	1,375	—
Administrative & Supervisory	1,635	720	1,305	—
Professional & Technical Support	1,425	1,055	1,000	720
Clerical & Secretarial	1,030	785	615	485
Sales	875	530	660	380
Service	940	600	620	380
Recreation	880	620	660	380
Labour (Skilled and Semi-skilled)	1,455	880	1,045	605
Labour (non-Agricultural)	1,180	585	830	505
Labour (Agricultural)	835	505	580	—
Other	1,050	515	665	335

Note: Figures may not add up to 100% due to rounding.

## 10. RELATION OF SUMMER WORK TO FIELD OF STUDY

Almost one third of students across Canada who were employed during the summer of 1970 felt that their work was related (13 per cent) or partly related (18 per cent) to the field of study in which they were engaged during the 1969-70 academic year. Only very slight differences were recorded between males and females.

Most community college students in Canada (62 per cent) who thought their main summer job was related or partly related to their field of study showed interest in permanent employment with their principal employer of the summer of 1970. Twenty seven per cent of students were very interested in permanent

employment with their principal employer, while 32 per cent were fairly interested. Among students whose work was related or partly related to their field of study, males were more likely to be interested in permanent jobs with their principal employer than were females.

About 31 per cent of students enrolled in programs at community colleges during the 1969-70 school year, and 19 per cent of those who just completed high school prior to the summer found summer jobs related or partly related to their fields of study. Again, females in community college programs, or who had just graduated from high school, were more likely to be employed at jobs relating to their fields of study than were males.

TABLE XXIV  
Average Earnings of Community College Students  
by Relation of Work to Field of Study  
(By Sex, and Major Fields of Study)

	Related		Partly Related		Not Related		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Technical & Vocational	1,025	590	925	495	865	455	905	495
Commercial	985	570	1,225	510	1,040	490	1,090	520
Applied Arts	920	590	—	485	775	330	805	405
Pre-University	—	585	605	455	715	360	710	435
Other (Community College)	—	—	—	—	930	875	920	615

**APPENDIX I**  
**PARTICIPATING EMPLOYERS**

Acco Canadian Company Limited	Toronto, Ont.
Gordon S. Adamson and Associates	Toronto, Ont.
Air Canada	Montreal, P.Q.
Alberta Distillers Limited	Vancouver, B.C.
The Alberta Gas Trunk Line Limited	Calgary, Alta.
Alberta Government Telephones	Calgary, Alta.
Alberta Wheat Pool	Calgary, Alta.
The Algoma Steel Corporation Limited	Sault Ste Marie, Ont.
Allied Chemical (Canada) Limited	Montreal, P.Q.
Allstate Insurance Company of Canada	Toronto, Ont.
Amerada Hess Corporation	Calgary, Alta.
American Air Filter of Canada Limited	Montreal, P.Q.
American Smelting and Refining Company Limited	Botwood, Nfld.
American Standard Products (Canada) Limited	Toronto, Ont.
Anaconda American Brass Limited	Toronto, Ont.
Anglo-Canadian Pulp and Paper Mills Limited	Quebec, P.Q.
Associated Engineering Services Limited	Edmonton, Alta.
Atlantic Richfield Canada Limited	Calgary, Alta.
Atlantic Sugar Refineries Company Limited	Saint John, N.B.
Atlas Steels Company	Tracy, P.Q.
Atomic Energy of Canada Limited	Ottawa, Ont.
Automatic Electric (Canada) Limited	Brockville, Ont.
Avon Products Company Limited	Montreal, P.Q.
Ayerst McKenna and Harrison Limited	Montreal, P.Q.
Bailey Meter Company Limited	Pointe-Claire, P.Q.
Banff Oil Limited	Calgary, Alta.
Bank of Canada	Ottawa, Ont.
Banque Canadienne Nationale	Montreal, P.Q.
Bank of Montreal	Montreal, P.Q.
The Bank of Nova Scotia	Toronto, Ont.
La Banque Provinciale du Canada	Montreal, P.Q.
Baroid of Canada Limited	Calgary, Alta.
Battleford Union Hospital	North Battleford, Sask.
Belding Corticelli Limited	Montreal, P.Q.
Bell Canada	Montreal, P.Q.
Benson and Hedges (Canada) Limited	Montreal, P.Q.
Bombardier Limited	Valcourt, P.Q.
Bowaters Mersey Paper Company Limited	Liverpool, N.S.
Bowaters Newfoundland Limited	Corner Brook, Nfld.
Brandon General Hospital	Brandon, Man.
Brantford General Hospital	Brantford, Ont.
Bristol Aerospace Limited	Winnipeg, Man.
Bristol Laboratories of Canada Limited	Candiac, P.Q.
B.C. Civil Service Commission	Victoria, B.C.
B.C. Forest Products Limited	Vancouver, B.C.
B.C. Hydro and Power Authority	Vancouver, B.C.
B.C. Institute of Technology	Burnaby, B.C.
B.C. Packers of Canada	Vancouver, B.C.
B.C. Research	Vancouver, B.C.
B.C. Telephone Company	Vancouver, B.C.
B.P. Oil Limited	Montreal, P.Q.
Brockville General Hospital	Brockville, Ont.
Brown Boveri (Canada) Limited	Pointe-Claire, P.Q.
Bruck Mills Limited	Montreal, P.Q.
Brunswick Mining and Smelting Company Limited	Bathurst, N.B.
Building Products of Canada Limited	Montreal, P.Q.
Burnaby, Corporation of the District of	Burnaby, B.C.
Burnaby General Hospital	Vancouver, B.C.
Burns Foods Limited	East Calgary, Alta.

CAE Industries Limited	Montreal, P.Q.
Calgary Family Service Bureau	Calgary, Alta.
Calgary General Hospital	Calgary, Alta.
Calgary Power Limited	Calgary, Alta.
Campbell Chibougamau Mines	Chibougamau, P.Q.
Campbell Soup Company Limited	Toronto, Ont.
The Canada Life Assurance Company	Toronto, Ont.
Canada Packers Limited	Toronto, Ont.
Canada Safeway Limited	Winnipeg, Man.
The Canada Starch Company Limited	Montreal, P.Q.
Canada Trust-Huron and Erie	London, Ont.
The Canada Wire and Cable Company Limited	Toronto, Ont.
Canadair Limited	Montreal, P.Q.
Canadian Acceptance Corporation Limited	Toronto, Ont.
Canadian Aniline and Extract Company Limited	Hamilton, Ont.
Canadian Armed Forces	Ottawa, Ont.
Canadian Bechtel Limited	St. Laurent, P.Q.
Canadian Breweries Limited	Toronto, Ont.
Canadian Canners Limited	Hamilton, Ont.
Canadian General Electric Company Limited	Toronto, Ont.
Canadian Industrial Gas and Oil Limited	Calgary, Alta.
Canadian Industries Limited	Montreal, P.Q.
Canadian Ingersoll-Rand Company Limited	Montreal, P.Q.
Canadian International Paper Company	Montreal, P.Q.
Canadian Kodak Company Limited	Toronto, Ont.
Canadian Marconi Company	Montreal, P.Q.
Canadian Motor Industries Holdings Limited	Scarborough, Ont.
Canadian National	Montreal, P.Q.
Canadian Overseas Telecommunication Corporation	Montreal, P.Q.
C.P. Air Limited	Vancouver, B.C.
Canadian Porcelain Company Limited	Hamilton, Ont.
Canadian Research Institute	Don Mills, Ont.
Canadian Reynolds Metals Co. Ltd.	Baie Comeau, P.Q.
Canadian Superior Oil Limited	Calgary, Alta.
Canadian Western Natural Gas Company Limited	Calgary, Alta.
Canadian Westinghouse Company Limited	Hamilton, Ont.
Canron Limited	Montreal, P.Q.
Cap Breton Development Corporation	Sydney, N.S.
The Catholic Children's Aid Society of Hamilton — Wentworth	Hamilton, Ont.
Catholic Family Service Society of Regina	Regina, Saskatchewan
Chatham District No. 10 School Board	Chatham, N.B.
Chemcell Limited	Montreal, P.Q.
Chevron Standard Limited	Calgary, Alta.
The Children's Aid Society of Brant Incorporated	Brantford, Ont.
The Children's Aid Society of Hamilton — Wentworth	Hamilton, Ont.
The Children's Aid Society of Eastern Manitoba	St. Boniface, Man.
The Children's Aid Society of Western Manitoba	Brandon, Man.
The Children's Aid Society of Ottawa	Ottawa, Ont.
The Children's Aid Society of Stormont, Dundas and Glengary	Cornwall, Ont.
The Children's Aid Society of Vancouver	Vancouver, B.C.
The Children's Aid Society of Winnipeg	Winnipeg, Man.
Chrysler Canada Limited	Windsor, Ont.
Chubb and Son Incorporated	Montreal, P.Q.
Chun King Corporation of Canada Limited	Windsor, Ont.
Ciba Company Limited	Dorval, P.Q.
CIP Research Limited	Hawkesbury, Ont.
Colgate-Palmolive Limited	Toronto, Ont.
Columbia Cellulose Company Limited	Vancouver, B.C.
Combustion Engineering Superheater Limited	Montreal, P.Q.
Cominco Limited	Trail, B.C.
Computing Devices of Canada Limited	Ottawa, Ont.
Confederation Life Association	Toronto, Ont.
Connaught Medical Research	Willowdale, Ont.

Consolidated-Bathurst Limited	Montreal, P.Q.
The Consumers' Gas Company	Toronto, Ont.
Consumers Glass Company Limited	Toronto, Ont.
Continental Can Company of Canada Limited	Toronto, Ont.
Courtaulds (Canada) Limited	Cornwall, Ont.
G. E. Crippen and Associates Limited	North Vancouver, B.C.
Crosier, Greenberg and Partners	Winnipeg, Man.
Crown Zellerbach Canada Limited	Vancouver, B.C.
Cyanamid of Canada Limited	Montreal, P.Q.
Deer Lodge Hospital	Winnipeg, Man.
John Deere Welland Works of John Deere Limited	Welland, Ont.
Defence Construction (1951) Limited	Ottawa, Ont.
The DeHavilland Aircraft of Canada Limited	Downsview, Ont.
Delco Canada	Scarborough, Ont.
M.M. Dillon Limited	Winnipeg, Man.
Dilworth Secord, Meagher and Associates Limited	Toronto, Ont.
Diversey (Canada) Limited	Clarkson, Ont.
Dominion Aluminum Fabrication Limited	Toronto, Ont.
Dominion Bridge Company Limited	Montreal, P.Q.
Dominion Engineering Works	Montreal, P.Q.
Dominion Foundries and Steel Limited	Hamilton, Ont.
Dominion Life Assurance Company	Waterloo, Ont.
Dominion Textile Company Limited	Montreal, P.Q.
Domtar Limited	Montreal, P.Q.
Dow Chemical of Canada Limited	Sarnia, Ont.
Dryden Chemicals	Dryden, Ont.
Dryden Paper Company Limited	Dryden, Ont.
Dun and Bradstreet of Canada Limited	Toronto, Ont.
Dunlop Research Centre	Sheridan Park, Ont.
Duplicate Canada Limited	Toronto, Ont.
Du Pont of Canada Limited	Montreal, P.Q.
The T. Eaton Company Canada Limited	Montreal, P.Q.
Edmonton, The City of	Edmonton, Alta.
Edmonton General Hospital	Edmonton, Alta.
Edmonton Public Library	Edmonton, Alta.
Eldorado Nuclear Limited	Edmonton, Alta.
Electrohome Limited	Kitchener, Ont.
Electrolux (Canada) Limited	Montreal, P.Q.
Eli Lilly and Company (Canada) Limited	Toronto, Ont.
Enco Limited	London, Ont.
Endako Mines Limited	Vancouver, B.C.
Erie Technological Products	Trenton, Ont.
Excelsior Life Insurance Co.	Toronto, Ont.
Facelle Company Limited	Toronto, Ont.
Falconbridge Nickel Mines Limited	Falconbridge, Ont.
Family and Children's Services of London	London, Ont.
Family and Children's Services of the Niagara Region	St. Catharines, Ont.
Family and Children's Services of Victoria	Victoria, B.C.
Family Service Association of Edmonton	Edmonton, Alta.
Family Service Association of Metro Toronto	Toronto, Ont.
Family Service Bureau of Windsor	Windsor, Ont.
Fiberglas Canada Limited	Toronto, Ont.
Firestone Tire and Rubber Company of Canada Limited	Hamilton, Ont.
Flextrac Nodwell Limited	Calgary, Alta.
Foran Limited	Plessisville, P.Q.
Ford Motor Company of Canada Limited	Oakville, Ont.
Foster Wheeler Limited	St. Catharines, Ont.
The Foundation Company of Canada Limited	Toronto, Ont.
Foundation of Canada Engineering Corporation Limited (FENCO)	Toronto, Ont.
Foxboro Company of Canada	LaSalle, P.Q.
Fraser Companies Limited	Edmundston, N.B.

G.S.W. Limited	Toronto, Ont.
Garrett Manufacturing Limited	Rexdale, Ont.
Gaz Metropolitain Inc.	Montreal, P.Q.
Gazette Printing Company Limited	Montreal, P.Q.
General Foods Limited	Toronto, Ont.
General Motors of Canada Limited	Oshawa, Ont.
Gibb, Albery, Pullerits and Dickson	Don Mills, Ont.
Giffels Associates Limited	Toronto, Ont.
B.F. Goodrich Canada Limited	Kitchener, Ont.
The Goodyear Tire and Rubber Company of Canada Limited	Toronto, Ont.
Great Canadian Oil Sands	Fort McMurray, Alta.
The Great-West Life Assurance Company	Winnipeg, Man.
Green Giant of Canada Limited	Windsor, Ont.
Gulf Oil Canada Limited	Toronto, Ont.
Halifax, The Corporation of the City of	Halifax, N.S.
The Hamilton Civic Hospitals	Hamilton, Ont.
The Hamilton Health Association	Hamilton, Ont.
Hamilton Public Library	Hamilton, Ont.
H.J. Heinz Company of Canada Limited	Leamington, Ont.
Hermes Electronics Limited	Dartmouth, N.S.
Hoffman-LaRoche Limited	Montreal, P.Q.
Hollinger Mines Limited	Timmins, Ont.
Home Oil Company	Calgary, Alta.
Honeywell Controls Limited	Scarborough, Ont.
Hooker Chemicals Limited	North Vancouver, B.C.
Hôpital Saint-Joseph de LaTuque	LaTuque, P.Q.
Frank W. Horner Limited	Montreal, P.Q.
Horton Steel Works Limited	Fort Erie, Ont.
Hôtel-Dieu de Lévis	Lévis, P.Q.
Hôtel-Dieu Saint Vallier	Chicoutimi, P.Q.
Hôtel-Dieu of St. Joseph Hospital	Windsor, Ont.
Hudson's Bay Company	Winnipeg, Man.
Hudson's Bay Mining and Smelting Company Limited	Flin Flon, Man.
Hudson's Bay Oil and Gas Company Limited	Calgary, Alta.
Husky Oil Limited	Calgary, Alta.
Hydro-Electric Power Commission of Ontario	Toronto, Ont.
I.B.M. Canada Limited	Don Mills, Ont.
Imperial Life Assurance Company of Canada	Toronto, Ont.
Imperial Oil Limited	Toronto, Ont.
Imperial Tobacco Products Limited	Montreal, P.Q.
Industrial Development Bank	Montreal, P.Q.
John Inglis Company Limited	Toronto, Ont.
International Harvester Company of Canada Limited	Hamilton, Ont.
International Power and Engineering Consultants Limited (IPEC)	Vancouver, B.C.
Interprovincial Pipe Line Company	Edmonton, Alta.
Iron Ore Company of Canada	Sept-Iles, P.Q.
Jeffrey Manufacturing Company Limited	Montreal, P.Q.
John Howard and Elizabeth Fry Society of Manitoba	Winnipeg, Man.
S.C. Johnson and Son Limited	Brantford, Ont.
Jones and Laughlin Mining Company Limited	Kirkland Lake, Ont.
Jordan Wines Limited	Toronto, Ont.
Jenkins Bros. Limited	Lachine, P.Q.
Kamloops Pulp and Paper Company Limited	Kamloops, B.C.
Kates, Peat, Marwick and Company	Toronto, Ont.
Kellogg Company of Canada Limited	London, Ont.
Peter Kiewit and Sons Company of Canada Limited	Vancouver, B.C.
Kimberley-Clark of Canada Limited	Toronto, Ont.
Kingston General Hospital	Kingston, Ont.
Kingston Psychiatric Hospital	Kingston, Ont.

Koehring-Waterous Limited	Brantford, Ont.
Kraft Foods Limited	Montreal, P.Q.
John Labatt Limited	London, Ont.
Lakehead Psychiatric Hospital	Thunder Bay, Ont.
Lake Ontario Steel Company Limited	Whitby, Ont.
Lever Detergents Limited	Toronto, Ont.
Lightning Fastener Company Limited	St. Catharines, Ont.
Lions Gate Hospital	North Vancouver, B.C.
M. Loeb Limited	Ottawa, Ont.
London Life Insurance Company	London, Ont.
Walter M. Lowney Company Limited	Sherbrooke, P.Q.
James F. MacLaren Limited	Toronto, Ont.
MacLean-Hunter Limited	Toronto, Ont.
The MacMillan Company of Canada Limited	Toronto, Ont.
MacMillan Bloedel Limited	Montreal, P.Q.
Manitoba Hydro	Winnipeg, Man.
Manitoba Rolling Mills Division of Dominion Bridge Company Limited	Selkirk, Man.
Manitoba Telephone System	Winnipeg, Man.
The Manufacturers Life Insurance Company	Toronto, Ont.
Marami, Rounthwaite and Dick Architects	Toronto, Ont.
Maritime Telegraph and Telephone Company Limited	Halifax, N.S.
Massey-Ferguson Industries Limited	Toronto, Ont.
McNamara Engineering Limited	Toronto, Ont.
Medicine Hat General Hospital	Medicine Hat, Alta.
Merck Frosst Laboratories	Dorval, P.Q.
Metropolitan Life Insurance Company	Ottawa, Ont.
Minnesota Mining and Manufacturing of Canada Limited	London, Ont.
Miramichi Timber Resources Limited	Newcastle, N.B.
Misericordia Hospital	Edmonton, Alta.
Mobil Oil Canada Limited	Calgary, Alta.
Molson Industries Limited	Toronto, Ont.
Molson's Western Breweries Limited	Calgary, Alta.
Monarch Life Assurance Company	Winnipeg, Man.
Moncton, City of, Engineering Department	Moncton, N.B.
Monsanto Canada Limited	Montreal, P.Q.
La ville de Montréal	Montreal, P.Q.
Bibliothèque Municipale de Montréal	Montreal, P.Q.
Montreal Engineering Company Limited	Montreal, P.Q.
Moosehead Breweries Limited	Saint John, N.B.
Robert Morse Corporation Limited	Montreal, P.Q.
Morse Chain Division Borg-Warner (Canada) Limited	Simcoe, Ont.
The Mutual Life Assurance Company of Canada	Waterloo, Ont.
Napanee Industries Limited	Napanee, Ont.
National Ballet Guild of Canada	Toronto, Ont.
Young Men's Christian Association	Toronto, Ont.
National Research Council of Canada	Ottawa, Ont.
National Trust Company Limited	Toronto, Ont.
Neighborhood Service Centres of Greater Winnipeg	Winnipeg, Man.
Nestlé (Canada) Limited	Chesterville, Ont.
New Brunswick Telephone Company Limited	Saint John, N.B.
Newfoundland Brewery Limited	St. John's, Nfld.
The Regional Municipality of Niagara	St. Catharines, Ont.
Noranda Mines Limited	Toronto, Ont.
Norfolk General Hospital	Simcoe, Ont.
North American Life Assurance Company	Toronto, Ont.
North Western Pulp & Power Limited	Hinton, Alta.
Northern Electric Company Limited	Montreal, P.Q.
Norton Research Corporation (Canada) Ltd.	Chippewa, Ont.
Nova Scotia Civil Service Commission	Halifax, N.S.
Oakville-Trafalgar Memorial Hospital	Oakville, Ont.
Ontario Research Foundation	Sheridan Park, Ont.

Ontario Water Resources Commission	Toronto, Ont.
Orenda Limited	Toronto, Ont.
Oshawa General Hospital	Oshawa, Ont.
Otis Elevator Company Limited	Hamilton, Ont.
The Ottawa Public Library	Ottawa, Ont.
Pacific Petroleums Limited	Calgary, Alta.
Parke, Davis and Company Limited	Brockville, Ont.
C.C. Parker and Associates Limited	Hamilton, Ont.
Patino Mining Corporation Limited	Chibougamau, P.Q.
Petrofina Canada Limited	Montreal, P.Q.
Phillips Cables Limited	Brockville, Ont.
Pigott Construction Company Limited	Toronto, Ont.
Polymer Corporation Limited	Sarnia, Ont.
Powers Regulator Company of Canada Limited	Downsview, Ont.
Prince Albert Holy Family Hospital	Prince Albert, Sask.
Prince Edward Island Civil Service Commission	Charlottetown, P.E.I.
Prince George Pulp and Paper Company Limited	Prince George, B.C.
Prince George Regional Hospital	Prince George, B.C.
Procter and Gamble Company of Canada Limited	Toronto, Ont.
The Procter and Redfern Group	Toronto, Ont.
Project Planning Associates Limited	Toronto, Ont.
The Prudential Insurance Company of America	Toronto, Ont.
The Quaker Oats Company of Canada Limited	Peterborough, Ont.
Quebec Cartier Mining Company	Port Cartier, P.Q.
Quebec Iron and Titanium Corporation	Sorel, P.Q.
The Quebec North Shore Paper Company Limited	Baie Comeau, P.Q.
RCA Limited	Montreal, P.Q.
Racey MacCallum and Bluteau Limited	Montreal, P.Q.
Rayonier Canada (BC) Limited	Vancouver, B.C.
Raytheon Canada Limited	Waterloo, Ont.
Red Deer General Hospital	Red Deer, Alta.
Reid Crowther and Partners Limited	Calgary, Alta.
Resources Engineering of Canada Limited	Toronto, Ont.
Richter, Usher and Vineberg	Montreal, P.Q.
Robertson-Irwin Limited	Hamilton, Ont.
Royal Alexandra Hospital	Edmonton, Alta.
The Royal Bank of Canada	Montreal, P.Q.
Royal Canadian Mounted Police	Ottawa, Ont.
Royal Trust Company Limited	Montreal, P.Q.
The St. Lawrence Seaway Authority	Cornwall, Ont.
St. Thomas Psychiatric Hospital	St. Thomas, Ont.
Sandwell and Company Limited	Vancouver, B.C.
Saskatchewan Hospital – North Battleford	North Battleford, Sask.
Saskatchewan Power Corporation	Regina, Sask.
Saskatchewan Public Service Commission	Regina, Sask.
Saskatchewan Telecommunications (Sask. Tel.)	Regina, Sask.
City of Saskatoon	Saskatoon, Sask.
Sault Ste. Marie Board of Education	Sault Ste. Marie, Ont.
Sault Ste. Marie and District Group Health Association	Sault Ste. Marie, Ont.
Sault Ste. Marie General Hospital	Sault Ste. Marie, Ont.
Sault Ste. Marie Plummer Memorial Public Hospital	Sault Ste. Marie, Ont.
Schlumberger of Canada	Calgary, Alta.
Scott Paper Limited	New Westminster, B.C.
The Shawinigan Engineering Company Limited	Montreal, P.Q.
Sherwin Williams Company of Canada Limited	Montreal, P.Q.
Simplot Chemical Company Limited	Brandon, Man.
Simpson-Sears Limited	Toronto, Ont.
Smith Kline and French Interamerican Corporation	Lachine, P.Q.
La Société des Artisans	Montreal, P.Q.
The Society for Crippled Children and Adults of Manitoba	Winnipeg, Man.

Somerville Industries Limited	London, Ont.
Sonoco Limited	Brantford, Ont.
Standard Brands Limited	Montreal, P.Q.
The Steel Company of Canada Limited (STELCO)	Hamilton, Ont.
Steep Rock Iron Mines Limited	Steep Rock Lake, Ont.
Sterling Drug Limited	Aurora, Ont.
Sun Oil Company	Calgary, Alta.
Supertest Petroleum Corporation Limited	London, Ont.
Sutcliffe Company	New Liskeard, Ont.
Swan Wooster Engineering Company Limited	Vancouver, B.C.
Swift Canadian Company Limited	Toronto, Ont.
Sydney Steel Corporation	Sydney, N.S.
Sylvania Electric Canada Limited	Montreal, P.Q.
Templeton Engineering Company	Winnipeg, Man.
Texaco Canada Limited	Montreal, P.Q.
Texaco Exploration Canada Ltd.	Calgary, Alta.
Texas Instruments Incorporated	Richmond Hill, Ont.
Toledo Scale Company of Canada	Windsor, Ont.
Toronto, Municipality of Metropolitan	Toronto, Ont.
The Toronto-Dominion Bank	Toronto, Ont.
The Toronto General Hospital	Toronto, Ont.
Toronto Public Library	Toronto, Ont.
The Toronto Transit Commission	Toronto, Ont.
Toronto Western Hospital	Toronto, Ont.
Trane Company of Canada Limited	Toronto, Ont.
Trans-Canada Pipeline Limited	Toronto, Ont.
The Travelers Insurance Companies	Toronto, Ont.
Union Carbide Canada Limited	Toronto, Ont.
Union Gas Company of Canada Limited	Chatham, Ont.
Uniroyal Limited	Montreal, P.Q.
United Aircraft of Canada Limited	Longueuil, P.Q.
United Co-operatives of Ontario	Weston, Ont.
United States Fidelity and Guaranty Company	Toronto, Ont.
The UpJohn Company of Canada	Don Mills, Ont.
Versafood Services Limited	Toronto, Ont.
Wabush Mines	Sept-Iles, P.Q.
Weiser Lock Company Limited	Burnaby, B.C.
Westcoast Transmission	Vancouver, B.C.
West Haldimand General Hospital	Hagersville, Ont.
White Farm Equipment Division of White Farm Motor Company of Canada Ltd.	Brantford, Ont.
Windsor Corporation of the City of	Windsor, Ont.
Windsor Public Library	Windsor, Ont.
Winnipeg, The City of	Winnipeg, Man.
Winnipeg Municipal Hospitals	Winnipeg, Man.
Winnipeg Public Library	Winnipeg, Man.
Xerox of Canada Limited	Toronto, Ont.
M.S. Yolles Associates Limited	Toronto, Ont.
Yukon Territory Government of	Whitehorse, Yukon
Zeller's Limited	Montreal, P.Q.



**APPENDIX II**  
**PARTICIPATING STUDENT PLACEMENT OFFICES**

<b>QUEBEC</b>	CEGEP Ahuntsic, Montreal CEGEP Bois DE Boulogne, Montreal CEGEP Chicoutimi, Chicoutimi CEGEP Gaspésie, Gaspé CEGEP Hull, Hull CEGEP Jonquière, Jonquière CEGEP Lionel-Groulx, Sainte-Thérèse de Blainville CEGEP Maisonneuve, Montreal CEGEP Rivière du Loup, Rivière du Loup CEGEP Ste-Foy, Quebec CEGEP Saint-Hyacinthe, Saint-Hyacinthe CEGEP St-Jean-sur-Richelieu CEGEP Sherbrooke, Sherbrooke CEGEP Thetford Mines, Thetford Mines CEGEP Vieux Montreal, Montreal Dawson College, Montreal
<b>ONTARIO</b>	Algonquin College of Applied Arts and Technology, Ottawa Centennial College of Applied Arts and Technology, Scarborough Mohawk College of Applied Arts and Technology, Hamilton St. Clair College of Applied Arts and Technology, Windsor
<b>MANITOBA</b>	Red River Community College, Winnipeg
<b>SASKATCHEWAN</b>	Saskatchewan Technical Institute, Moose Jaw
<b>ALBERTA</b>	Northern Alberta Institute of Technology, Edmonton Southern Alberta Institute of Technology, Calgary
<b>NEW BRUNSWICK</b>	New Brunswick Institute of Technology, Moncton
<b>NOVA SCOTIA</b>	Nova Scotia Institute of Technology, Halifax



## APPENDIX IIIA

DEPARTMENT OF MANPOWER AND IMMIGRATION  
Program Development Service

## **SURVEY OF REQUIREMENTS AND SALARIES NEW COMMUNITY COLLEGE GRADUATES\***

1971

		Name of officer completing questionnaire:
		Official title:
		Date:

The Department of Manpower and Immigration is continuing the salary surveys which have been conducted in the spring each year. The present survey includes all those employers listed in the Directory of Employers of University Graduates as well as other employers who participated in the survey last year or who requested to be included this year.

The report will contain information on the number hired from the 1970 graduating class and the salary rates paid to them together with the expected number of hirings from the 1971 class and the relevant average starting salaries.

The form of the questionnaire is designed to measure salary rates paid in four regions. For the first time, an attempt is being made to segregate salaries in accordance with the length of the courses completed. It should be noted that in general, a two-year course in some provinces is equivalent to a three-year course in other provinces. A preliminary report containing basic tables of employer requirements and average starting salary rates will be produced in April, shortly after the survey closes on March 12, 1971. The final report should be available at a later date.

THE INFORMATION RECEIVED WILL BE TREATED IN STRICT CONFIDENCE AND THE RESULTS WILL NOT ALLOW FOR IDENTIFICATION OF INDIVIDUAL RESPONDENTS.

Your co-operation is greatly appreciated

DIRECT ANY CORRESPONDENCE OR ENQUIRIES TO:

C. Courtemanche, Head,  
Graduate Requirements Section Tel. 996-2001

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C.J. Bowie-Reed, Chief,  
Professional and Technical Occupations Division,  
Manpower Analysis and Information Branch,  
Department of Manpower and Immigration,  
Ottawa 2 Ontario. Tel. 996-2206

**NOTE.**

\* The term "Community College" is used as a collective phrase covering a whole range of post-secondary, non-university educational institutions. The expression is used here to include institutes of technology, colleges and institutes of applied arts and technology, junior and regional colleges, CEGEP'S and certain specialized institutions at the same level.

The disciplines below are grouped under the general headings: Commercial, Applied Arts and Technologies. Because course names vary between institutes, names of disciplines below have been chosen to reflect areas of study rather than each particular option.

NOTES:

1. Those employers who recruit from two or more regions should indicate in the appropriate columns.
2. If you recruit from one region only, indicate your figures in the appropriate columns.
3. If you recruit graduates of a one-year program, complete Section 3 on last page.

NUMBER AND AVERAGE STARTING RATES OF GRADUATES HIRED IN THE 1969-1970 ACADEMIC YEAR

		WESTERN CANADA		ONTARIO		QUEBEC						
		2-yr. course	3-yr. course	2-yr. course	3-yr. course	2-yr. course	3-yr. course					
		No.	Rate	No.	Rate	No.	Rate	No.	Rate	No.	Rate	No.
<b>COMMERCIAL</b>												
001	Business administration .....											
002	Accounting and financial management .....											
003	Computer programming .....											
004	Hotel, motel and restaurant .....											
005	Industrial management .....											
006	Marketing and retailing .....											
007	Secretarial science .....											
008	Other .....											
<b>APPLIED ARTS</b>												
101	Art .....											
102	Journalism .....											
103	Library .....											
104	Photographic arts .....											
105	Radio and T.V. arts .....											
106	Recreation .....											
107	Social Welfare .....											
108	Other .....											
<b>TECHNOLOGIES</b>												
201	Aeronautical and aircraft .....											
202	Agricultural .....											
203	Architectural .....											
204	Biochemistry .....											
205	Chemical .....											
206	Civil .....											
207	Dental .....											
208	Drafting .....											
209	Electrical .....											
210	Electronic .....											
211	Food .....											
212	Forestry and forest products .....											
213	Gas, oil, petroleum .....											
214	Instrumentation and control .....											
215	Mechanical .....											
216	Medical laboratory .....											
217	Medical radiological and x-ray .....											
218	Metallurgical .....											
219	Mining .....											
220	Refrigeration, air conditioning .....											
221	Survey .....											
222	Textile .....											
223	Other: .....											

ate columns the number and rate paid in each separate region.  
only.

1. Are your rates increased for graduates with related summer experience. ....

Yes  No

If yes, by how much per month? For one year \$ ..... for two years \$ .....

2. Indicate the number of community colleges in the regions listed below, to which you sent recruiting teams in 1969-1970 and to which you intended to send teams in 1970-1971

REGIONS	1969-1970	1970-1971
Atlantic .....		
Quebec .....		
Ontario .....		
Prairies .....		
Pacific .....		

### 3. REQUIREMENTS FOR GRADUATES OF ONE-YEAR COURSE

### APPENDIX III (3)

Name of Institution.....

## AVERAGE MONTHLY STARTING SALARIES FOR COMMUNITY COLLEGE GRADUATES IN 1971

The collection of salary information is essential in the assessment of the graduate labour market, and is used in the writing of many publications and reports (including the Career Outlook Books). In this questionnaire you should estimate the average starting salaries for the graduates at your institution in as many disciplines as possible, together with the number of students employed in each discipline. This salary and employment information should relate to all students on which you can report, and should not be restricted to those placed in employment through the referral procedures of the Student Placement Office. One copy of this questionnaire should be returned to: The Professional and Technical Occupations Division, Program Development Service, Department of Manpower and Immigration, Ottawa, Ontario K1A 0J9, before March 12, 1972.

## COMMERCIAL ADMINISTRATION:

- Accounting & Finance Management . . . . .
- Computer Programming . . . . .
- Hotel, Motel & Restaurant . . . . .
- Industrial Management . . . . .
- Marketing & Retailing . . . . .
- Secretarial Science . . . . .
- Others . . . . .

## APPLIED ARTS:

Art . . . . .
Interior Design . . . . .
Journalism . . . . .
Library . . . . .
Photographic Arts . . . . .
Radio & T.V. Arts . . . . .
Recreation . . . . .
Social Welfare Technology . . . . .
Others . . . . .

## TECHNOLOGIES:

Aeronautical & Aircraft	.....
Agricultural	.....
Architectural	.....
Biochemistry	.....
Chemical	.....
Civil	.....
Dental	.....
Drafting	.....
Electrical	.....
Electronic	.....
Food	.....
Forestry & Forest Products	.....
Gas, Oil, Petroleum	.....
Instrumentation & Control	.....
Mechanical	.....
Medical Laboratory	.....
Medical Radiological & X-Ray	.....
Metallurgical	.....
Mining	.....
Nursing	.....
Refrigeration, Air Conditioning	.....
Survey	.....
Textile	.....
Tool and Die	.....
Others	.....





Manpower  
and Immigration

Main-d'œuvre  
et Immigration

Canada  
Postage  
paid

Canada  
Port  
payé

**Professional and Technical  
Occupations Division  
Manpower and Immigration  
Ottawa, Ontario  
K1A 0J9**

REQUIREMENT AND SALARIES — COMMUNITY COLLEGE GRADUATES / DEMANDE ET SALAIRES — DIPLÔMÉS DE COLLÈGE

1. ARE YOU A(N) / ÊTES-VOUS

OTHER (SPECIFY)  
AUTRE (SPÉCIFIEZ):

STUDENT  
ETUDIANT

EDUCATOR  
ÉDUCATEUR

EMPLOYER  
EMPLOYEUR

COUNSELLOR  
CONSEILLER

2. FOR WHAT PURPOSE DO YOU USE THIS PUBLICATION / POURQUOI UTILISEZ-VOUS CETTE PUBLICATION

3. DO YOU FIND IT /  
LA TROUVEZ-VOUS

VERY USEFUL  
TRÈS UTILE

FAIRLY USEFUL  
PASSABLEMENT UTILE

NOT USEFUL  
PAS UTILE

4. COULD IT BE IMPROVED /  
POURRAIT-ON L'AMÉLIORER

YES  
OUI

NO  
NON

IF YES, HOW / SI OUI, COMMENT

5. WHEN WOULD YOU LIKE TO RECEIVE THIS PUBLICATION /  
QUAND AIMERIEZ-VOUS RECEVOIR CETTE PUBLICATION

1. ARE YOU (N) / FEES-VOUS		<input type="checkbox"/> STUDENT	<input type="checkbox"/> EDUCATOR	<input type="checkbox"/> EMPLOYER	<input type="checkbox"/> COUNSELLOR	<input type="checkbox"/> AUTRE (SPECIFY) _____
2. FOR WHAT PURPOSE DO YOU USE THIS PUBLICATION / POURQUOI UTILISEZ-VOUS CETTE PUBLICATION						
<input type="checkbox"/> STUDENT <input type="checkbox"/> EDUCATOR <input type="checkbox"/> EMPLOYER <input type="checkbox"/> COUNSELLOR <input type="checkbox"/> AUTRE (SPECIFY) _____						
3. DO YOU FIND IT /						
<input type="checkbox"/> VERY USEFUL <input type="checkbox"/> FAIRLY USEFUL <input type="checkbox"/> PASSABLY USEFUL <input type="checkbox"/> NOT USEFUL						
4. COULD IT BE IMPROVED / <input type="checkbox"/> YES <input type="checkbox"/> NO POURRAIT-ON L'AMÉLIORER / <input type="checkbox"/> OUI <input type="checkbox"/> NON IF YES, HOW / SI OUI, COMMENT						
5. WHEN WOULD YOU LIKE TO RECEIVE THIS PUBLICATION /						



Canada Postage Paid Mairi-d'oeuvre et immigration et immigration  
Canada Postage Paid Mairi-d'oeuvre et immigration et immigration  
K1A 0J9



Le recueillement des données sur les抓获ments est essentiel à une juste évaluation du marché des diplômes et à la rédaction de certains rapports et de certaines publications, dont Perspectives de carrière. Nous étions donc prié d'indiquer dans ce questionnaire des salariés moyens initiaux versés aux diplômés de votre institution dans autant de disciplines que possible, ainsi que le nombre d'étudiants qui ont trouvé de l'emploi dans chaque discipline. Ces données sur le traitement de l'emploi doivent être fournies à l'égard de tous les étudiants au sujet desquels vous pouvez faire un rapport et non uniquement à l'égard de ceux qui ont obtenu de l'emploi par le truchement du Service de placement universitaire, qui présente l'étudiant à l'employeur. Veuillez donc rebourner une copie de ce questionnaire à la Division des professions libérales et techniques, Service d'établissement des programmes, Ministère de la Main-d'œuvre et de l'immigration, Ottawa (Ontario), K1A 0J9 avant le 12 mars 1972.

TRAJALLEMENTS INITIAUX MOYENS DES DIPLOMÉS DES COLLEGES ET CÉGEP, PAR MOIS, EN 1971

**APPENDICE III (B)**

Disciplines												Remarques	
Nbre	Taux	Nbre	Taux	Nbre	Taux	Nbre	Taux	Nbre	Taux	Nbre	Taux	Nbre	Taux
Louest	Canada	Ontario	Quebec	Alantique	Quebec	Ontario	Quebec	Alantique	Quebec	Ontario	Quebec	Ontario	Quebec
Nombre et salaires moyens mesurés versés aux diplômés du cours d'un an, reçus au cours de l'année 1970-1971 pour l'année 1971-1972													
Nombre et salaires moyens mesurés versés aux diplômés recrutés pour l'année 1970-1971													

## C. DEMANDE POUR LES DIPLOMÉS DU COURS D'UN AN

REGIONS	1969-1970	1970-1971
Atlantique		
Quebec		
Ontario		
Quebec		
Alantique		
Ontario		
Quebec		
Pratiques		
Pratique		

envoyé des équipements de recrutement en 1969-1970 et qu'ils vous aviez l'intention d'en envoyer en 1970-1971

B. Veuillez indiquer le nombre de collèges, dans les régions mentionnées ci-dessous, qu'ils vous aviez

Si oui, combien de plus par mois? Pour un an \$ ..... pour deux ans \$ .....

 Oui  Non

en assumant des emplois dûts dans un domaine connexe?

A. Versez-vous un salaire plus élevé au diplôme qui a déjà acquis de l'expérience

NOMBRE ET MOYENNE DES SALAIRES MENSUELS INITIAUX  
POUR LES DIPLOMES OÙ VOUS RECRUTEREZ POUR L'ANNÉE 1970-1971

des colonnes appropriées, le nombre de postes et le salaire versé dans chaque région distincte.



que certains établissements spécialisés du même niveau. Cependant, les collèges et les instituts d'arts appliqués et de technologie, les GEGPs, ainsi que certains établissements postsecondaires non universitaires. L'expression employée ici comprend les institutions d'enseignement postsecondaires non universitaires. Le terme "Collège", est employé comme expression collective englobant toute une série d'établissements de technologie, les collèges et les instituts d'arts appliqués et de technologie, les GEGPs, ainsi que certains établissements spécialisés du même niveau.

## NOTE:

Ottawa 2 (Ontario) 996-2206  
Ministère de la Main-d'œuvre et de l'immigration  
Direction de l'analyse du marché du travail  
Division des professions libérales et techniques  
C. J. Bowie-Réed, Chef

ou

Section des besoins en diplômes 996-2001  
C. Courtemanche, Chef du service

## ADRESSEZ TOUTE CORRESPONDANCE OU DEMANDE DE RENSEIGNEMENTS À:

Nous vous remercions de votre collaboration.

LES RENSEIGNEMENTS OÙ NOUS RECEVONS SERONT CONSIDÉRÉS COMME STRICTEMENT CONFIDENTIELS ET LES RÉSULTATS NE PERMETTRONT PAS D'IDENTIFIER LES REPONDANTS.

Un rapport préliminaire compréhendant certains tableaux élémentaires sera publié en avril peu après la fin de l'enquête le 12 mars 1971, et le rapport final sera délivré ultérieurement.

Le questionnaire est établi de façon à permettre de mesurer les taux de salaire versés dans quatre régions. Pour la première fois, nous avons tenté de séparer les salariés en accord avec la durée des cours. A noter que, dans une région générale, un cours de deux ans dans certaines provinces équivaut à un cours de trois ans dans les autres provinces.

Le nombre des diplômes émboîchés parmi les classes finissantes de 1970, les taux de salaire versé seront inclus dans le rapport.

Le ministère de la Main-d'œuvre et de l'immigration pourra établir une enquête sur les salariés qui ont entrepris au moins deux années de formation pourront participer cette année.

AVIS: Veuillez, au besoin, recopier le nom et/ou l'adresse

nom de celui qui répond au questionnaire	titre officiel	date
--	----------------	------

1971  
NOUVEAUX DIPLOMES DE COLLEGES\*  
ENQUETE SUR LA DEMANDE ET LES SALAIRES

MINISTÈRE DE LA MAIN-D'OEUVRE ET DE L'IMMIGRATION  
SERVICE D'ESTABLISSEMENT DES PROGRAMMES

## APPENDICE II

## BUREAU DE PLACEMENT ÉTUDIANTS

QUEBEC

## ONTARIO

MANUOBY

NOVA SCC

Winnipeg, Man.	Someville Industries Limited	The Society for Crippled Children and Adults
London, Ont.	Sonoco Limited	of Manitoba
Brampton, Ont.	Standard Brands Limited	
Montreal, P.Q.	The Steel Company of Canada Limited (STELCO)	
Hamilton, Ont.	Steep Rock Iron Mines Limited	
Steeple Rock Lake, Ont.	Sterling Drug Limited	
Aurora, Ont.	Sun Oil Company	
Calgary, Alta.	Suretest Petroleum Corporation Limited	
Vancouver, C.-B.	Sulcliffe Company	
New Liskeard, Ont.	Swan Wooster Engineering Company Limited	
London, Ont.	Swift Canadian Corporation Limited	
Sydney, N.-E.	Sydney Steel Corporation	
Montreal, P.Q.	Sylvanis Electric Canada Limited	
Calgary, Alta.	Templeton Engineering Company	
Vancouver, C.-B.	Texaco Canada Limited	
Winnipeg, Man.	Texaco Exploration Canada Ltd.	
Montreal, P.Q.	Texas Instruments Incorporated	
Calgary, Alta.	Toronto Scale Company of Canada	
Winnipeg, Man.	Toronto-Dominion Bank	
Toronto, Ont.	Toronto General Hospital	
Toronto, Ont.	Toronto Public Library	
Toronto, Ont.	The Toronto Transit Commission	
Toronto, Ont.	Toronto Western Hospital	
Toronto, Ont.	Trans-Canada PipeLine Limited	
Toronto, Ont.	Traine Company of Canada Limited	
Toronto, Ont.	Toronto Western Hospital	
Toronto, Ont.	United Aircraft of Canada Limited	
Toronto, Ont.	United Co-Operatives of Ontario	
Toronto, Ont.	United States Fidelity and Guaranty Company	
Toronto, Ont.	The Upjohn Company of Canada	
Don Mills, Ont.	Versafood Services Limited	
Toronto, Ont.	Wabush Mines	
Brampton, Ont.	Weiser Lock Company Limited	
Burma Bay, C.-B.	West Coast Transmission	
Sept-Iles, P.Q.	West Haldimand General Hospital	
Toronto, Ont.	White Farm Equipment Division of White Farm	
Hagerville, Ont.	Windsor Corporation of the City of	
Vancouver, C.-B.	Windsor, Ontario, Canada Ltd.	
Brampton, Ont.	Winnipeg, The City of	
Windsor, Ont.	Winnipeg, Municipal Hospitals	
Windsor, Ont.	Winnipeg Public Library	
Winnipeg, Man.	Winnipeg, The City of	
Winnipeg, Man.	Winnipeg Public Library	
Winnipeg, Man.	Winnipeg Public Library	
Winnipeg, Man.	Winnipeg Public Library	
Toronto, Ont.	Whitehorse, Yukon	
Toronto, Ont.	Montreal, P.Q.	
Montreal, P.Q.	Montreal, P.Q.	











EMPREINTES PARISIENNES

## APPENDICE I

TABLEAU XXXIII

TABLEAU XXXII

LES ETUDES

Pres d'un tiers des étudiants aux quatre coins du Canada, employés durant l'été de 1970, ont cru que leur travail, directement (13 pour cent) ou indirectement (18 pour cent), se rattachait à la discipline dans laquelle ils avaient étudié durant l'année scolaire 1969-70. Seules quelques légères différences ont été marquées sous ce rapport entre les étudiants et les étudiantes.

La plupart des collégiens canadiens (62 pour cent) ont, à leur avis, le travail directement ou indirectement à leurs études, directement ou indirectement, ont indiqué leur intention de travailler de façon permanente au service de l'employeur qui les avait engagés durant l'été de 1970.

Vingt-sept pour cent de ces étudiants ont malgré un intérêt prononcé envers un emploi permanent pour cent pour cent de ces étudiants ont mal-

Salaires moyens selon la relation de leur travail (par sexe et principales

TABLEAU XXIV

selon la relation de leur travail à leur discipline d'étude (par sexe et principales disciplines d'études)

Les étudiants ont gagné les salaires les moins élevés dans les emplois rattachés à l'agriculture et les étudiants dans ceux qui concernent les services et les loisirs. Dans le cadre des mêmes professions, les étudiants ont tous gagnés plus que les étudiants.

travailler sur tout comme commis de préposées aux services. Seullement cinq pour cent des étudiants libérales ont été employées dans les professions collèges ont été employées dans un cadre de soutien professionnel et techniques ou dans un cadre de soutien professionnel et technique, le chiffre correspondant pour les étudiants étant de 15 pour cent.

9. SALAIRES PAR OCCUPATION

Les gains des collégiens étaient inférieurs à ceux des universitaires dans les mêmes occupations. Les étudiants et les étudiantes dans les mêmes techniques étaient meilleurs que les autres dans les mêmes professions. Les gains des collégiens étaient inférieurs à ceux des étudiants dans les mêmes occupations. Les étudiants et les étudiantes dans les mêmes techniques étaient meilleurs que les autres dans les mêmes professions. Les gains des collégiens étaient inférieurs à ceux des étudiants dans les mêmes techniques. Les étudiants et les étudiantes dans les mêmes techniques étaient meilleurs que les autres dans les mêmes professions.

## 9. SALAIRES PAR OCCUPATION

#### 8. OCCUPATIONS DES ETUDIANTS

	Fédéral	Provincial	Municipal	Entreprise	Privee	Enseignement	Etudiants	Étudiante	Moyenne
	725	800	640	835	560	475	600	535	700
							390	410	720
							560	545	590
							560	410	730
							475	410	525

Salaires par rapport au principal marché du travail des étudiants(es) des collèges

TABLEAU XIX

moins, soit 3390, à l'emploi des municipalités. Les étudiants ont gagné moins que les étudiants dans tous les domaines d'emploi, bien que leur salaire net entre étudiants et étudiants fut à son plus bas dans les emplois au sein des établissements d'enseignement.

## 7. SALAIRES SELON LE PRINCIPAL MARCHÉ

	(Pourcentage)					
	Fédéral	Provincial	Municipal	Privee	Enseignement	Pas de
Etudiants	12	10	8	64	3	3
Etudiants	7	11	12	58	5	7
Moyenne	11	10	9	62	3	4

## Principale marche du travail des collégiens

TABLEAU XX

cent des collégiens et 30 pour cent des étudiants ont obtenu de l'emploi au sein des organismes fédéral, provinciaux ou municipaux.

La plupart des collégiens ont travaillé dans l'entre-prise privée durant l'été de 1970. Cependant, 30 pour

## 6. PRINCIPAL MARCHE DU TRAVAIL POUR LES ETUDIANTS

Les étudiants des collèges ont économisé \$350 durant l'été de 1970; les étudiants ont épargné \$210. Les étudiants et les étudiantes des collèges ont

Étudiants	1969	1970	1969	1970
Étudiantes	920	790	400	350
Étudiants	500	440	210	210
Étudiantes	770	690	330	310
Moyenne				

## Revenus bruts moyens et économies des collèges (en dollars)

TABLEAU XIX

des étudiants et des étudiantes universitaires ont gagné, dans l'ensemble, plus que les étudiants et étudiantes des collèges.

## 5. SALAIRES ET ECONOMIES DES ETUDIANTS

concernent toute la période de l'été, les taux de chômage mensuel pour les étudiants du postsecondaire aurait été probablement beaucoup plus

Tel que mentionne précédemment, 1b pour cent des étudiants des collèges et 1c pour cent des étudiants des universités, de même que 25 et 11 pour cent des étudiants des universités, dans un ordre respectif, n'ont pas réussi à trouver un emploi. Plusieurs ces dernières

Moyenne des semaines supplémentaires de travail souhaitées (ceux qui ont travaillé)	Moyenne des semaines de travail souhaitées (ceux qui n'ont pas travaillé)	10	13	10
5	4	5	5	5

#### Semaines de travail supplémentaire souhaitées

TABLEAU XVIII

Note: Le total ne donne pas 100% vu l'arrondissement des nombres.

	1-4	5-8	9-12	13-16	17-20	Plus de 20
Étudiants	8	29	36	17	4	1
Étudiantes	10	39	35	9	2	1
Moyenne	9	32	36	15	4	1

Semaines de travail ouvrables (pour les collègues)

TABLEAU XVII

trouver d'emploi et huit pour cent ont travaillé moins de quatre semaines. Quant aux étudiants, 25 pour cent n'ont pas obtenu d'emploi et 10 pour cent ont travaillé moins de quatre semaines. Les étudiants ont travaillé en moyenne 11 semaines et les étudiants, neuf semaines.

Bien qu'une forte proportion d'étudiants des collèges et des universités ait trouvé un emploi à un moment quelconque de l'été de 1970, la durée de l'emploi par étudiant à varié considérablement. Parmi les étudiants en quête de travail, 15 pour cent n'ont pu

#### 4. SEMAINES DE TRAVAIL OUVRABLES ET SEMAINES DE TRAVAIL SOUHAITÉES

## QUATRIÈME PARTIE



TROISIÈME PARTIE

## ACTIVITÉS DES EMPLOYEURS RECRUTEURS

TABLEAU XI

NOMBRE MOYEN D'ETABLISSEMENTS VISITES PAR DES EMPLOIERS  
AU COURS DES ANNEES 1969-1970 ET 1970-1971

TABLEAU XII

Nombre d'employeurs qui recrutent des diplômés, groupes en fonction du nombre d'établissements visités au cours d'une année scolaire

Nombre d'établissements visités	1-2	3-4	5-6	7-8	9-10	11-12	13-14	plus	Total
Nombre d'employeurs en 1965-66	48	17	7	8	2	6	—	6	94
Nombre d'employeurs en 1966-67	66	25	7	6	4	4	2	3	117
Nombre d'employeurs en 1967-68	58	14	10	1	1	4	1	4	93
Nombre d'employeurs en 1968-69	59	18	11	3	1	1	—	5	98
Nombre d'employeurs en 1969-70	56	16	10	5	1	2	—	2	92
Nombre d'employeurs en 1970-71	54	15	7	5	1	1	—	2	87

### TABLEAU XIII

du nombre d'établissements visités au cours d'une année scolaire



TABLEAU X

La demande et le salaire initial moyen par mois,  
chiffres fournis par les agents de placement,  
pour étudiants en technologie diplômés en 1971

Discipline	CANADA			PROVINCES DE L'EST			QUÉBEC			ONTARIO			PROVINCES DE L'OUEST		
	Bureaux de place- ment	Diplô- més requis	Salaire moyen												
Technologie	24	1604	481	2	129	475	15	1050	475	3	274	475	4	151	538
Aéronautique et aviation	2	46	419	—	—	—	—	—	—	1	45	417	1	1	500
Agriculture	2	21	464	—	—	—	—	—	—	2	21	464	—	—	—
Architecture	6	17	423	1	12	411	2	2	458	—	—	—	3	3	448
Biochimie	3	104	457	—	—	—	2	103	456	—	—	—	1	1	540
Chimie	12	126	511	—	—	—	6	88	499	2	27	545	4	11	522
Génie civil	3	59	477	1	24	420	—	—	—	1	21	498	1	14	545
Art dentaire	2	24	319	—	—	—	—	—	—	1	23	313	1	1	465
Dessin industriel	8	82	462	1	4	450	3	60	467	2	11	411	2	7	508
Électricité	12	101	483	—	—	—	8	70	460	1	19	535	3	12	531
Électronique	19	302	506	2	43	516	10	185	502	3	50	503	4	24	528
Alimentation	2	17	497	—	—	—	—	—	—	2	17	497	—	—	—
Forsterie et produits de la forêt	2	28	469	—	—	—	2	28	469	—	—	—	—	—	—
Gaz, huile et pétrole	2	21	566	—	—	—	—	—	—	—	—	—	2	21	566
Instrumentation et contrôle	3	34	524	—	—	—	1	14	502	—	—	—	2	20	539
Mécanique	15	148	506	1	20	512	9	95	505	3	29	504	2	4	530
Laboratoires médicaux	4	63	436	1	4	420	2	58	436	—	—	—	1	1	475
Radiologie médicale et rayons X	1	2	430	1	2	430	—	—	—	—	—	—	—	—	—
Métallurgie	1	5	475	—	—	—	1	5	475	—	—	—	—	—	—
Mines	2	31	550	—	—	—	1	14	495	—	—	—	1	17	595
Infirmière	7	172	473	1	20	475	6	152	473	—	—	—	—	—	—
Réfrigération et Climatisation	5	47	420	—	—	—	3	40	400	—	—	—	2	7	534
Arpentage	7	56	459	—	—	—	4	50	454	—	—	—	3	6	496
Textiles	2	24	471	—	—	—	1	22	475	1	2	425	—	—	—
Outilloges	1	14	451	—	—	—	1	14	451	—	—	—	—	—	—
Autres	5	60	497	—	—	—	3	50	478	1	9	618	1	1	375

TABLEAU IX

La demande et le salaire initial moyen par mois, chiffres fournis par les agents de placement, pour étudiants en commerce et arts industriels, diplômés de 1971

Discipline	CANADA			PROVINCES DE L'EST			QUÉBEC			ONTARIO			PROVINCES DE L'OUEST		
	Bureaux de placement	Diplômés	Bureau de placement	Diplômés	Salaire moyen	Bureaux de placement	Diplômés	Salaire moyen	Bureaux de placement	Diplômés	Salaire moyen	Bureaux de placement	Diplômés	Salaire moyen	
<b>Commercial</b>															
Comptabilité et gestion financière	19	752	466	2	61	494	10	343	472	3	270	450	4	78	470
Programmation d'ordinateur	11	142	524	2	48	513	3	28	549	3	43	518	3	23	525
Hôtel, motel et restaurant	16	128	504	1	2	450	9	80	505	2	31	507	4	15	503
Commercialisation et détail	3	77	525	1	2	400	1	74	529	—	—	1	1	450	
Science du secrétariat	11	123	515	1	3	500	3	28	549	3	72	506	4	20	504
Autres	9	253	363	1	4	300	3	116	368	2	115	365	3	18	334
<b>Arts industriels</b>															
Arts	4	29	540	1	2	550	1	17	529	1	9	563	1	1	490
Décoration intérieure	12	419	453	1	7	350	7	221	429	2	173	488	2	18	439
Journalisme	1	12	370	—	—	—	1	12	370	—	—	—	—	—	—
Bibliothéconomie	2	7	384	—	—	—	2	7	384	—	—	—	—	—	—
Photographie	4	50	413	1	1	300	1	32	402	1	16	445	1	1	380
Radio et télévision	8	83	417	1	3	400	5	70	412	1	9	463	1	1	390
Loisirs	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Technologie du bien-être social	3	25	447	—	—	—	2	11	444	1	14	450	—	—	—
Autres	4	75	502	1	2	275	2	44	498	1	29	523	—	—	—

DEUXIÈME PARTIE

## RAPPORTS DES BUREAUX DE PLACEMENT

Autre chose à dire peut être que les bureaux de placement des collèges de la Colombie-Britannique, les offres ou taux salariaux de cette province ne figurent pas sous "Provinces de l'Ouest".

Des renseignements provenant de 27 bureaux de placement étudiaient ont été utilisés dans l'élaboration des tableaux X et Y.



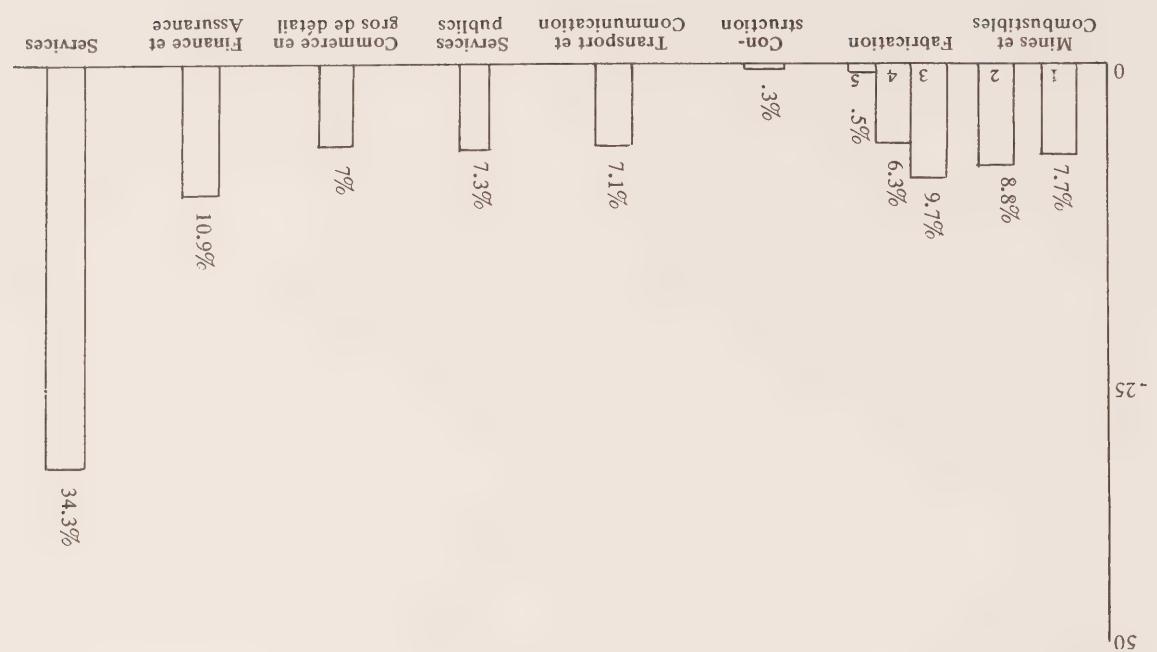
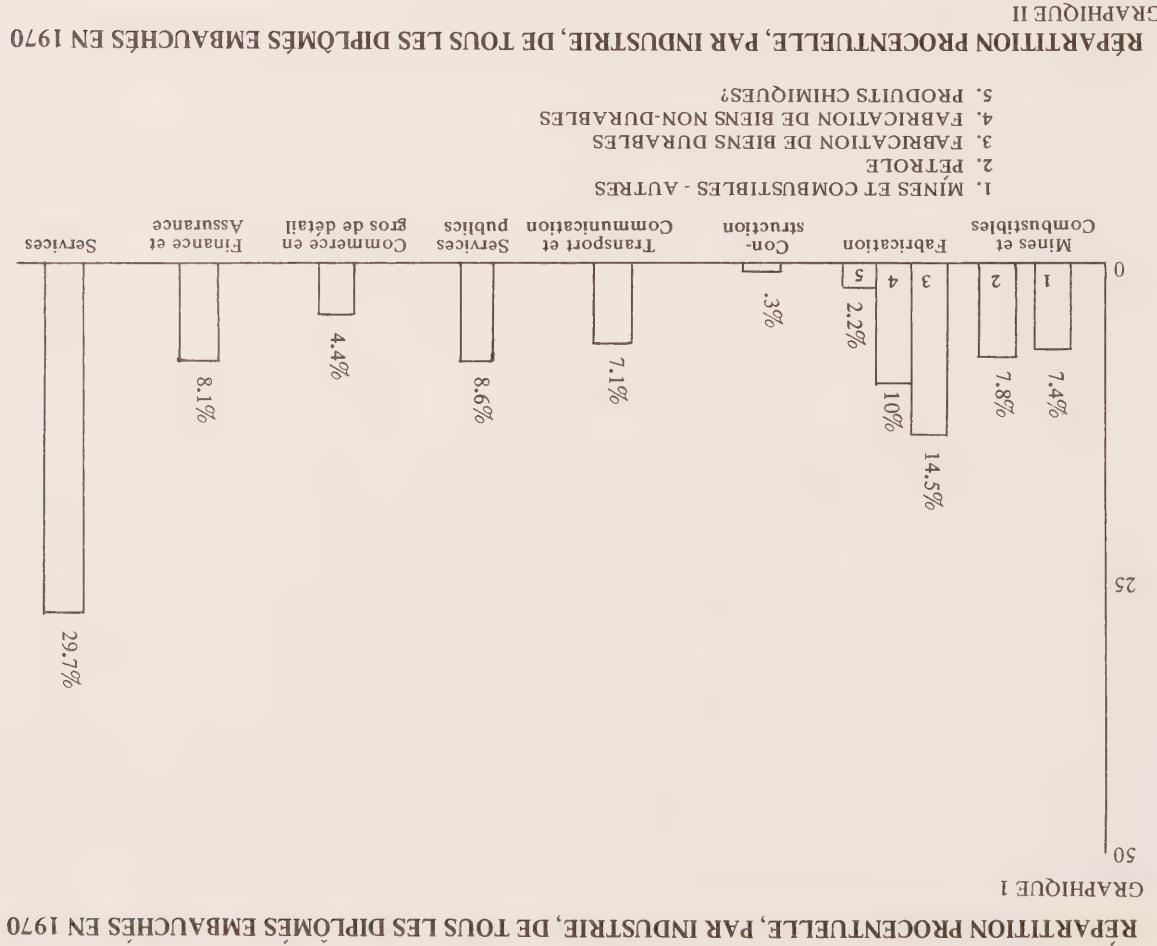


TABLE VIII

Domaine	Nombre de di- plômes études	Moyenne	D 1	Q 1	Median	Q 3	D 9	Mode
Commercial	453	509	445	477	513	540	575	500
Arts industriels	146	515	464	477	520	520	567	520
Technologies	867	543	460	500	545	580	623	500

Moyenne, médiane, mode, déciles, et quartiles des salaires initiaux, par mois, pour les étudiants diplômés en 1971 par discipline selon les chiffres fournis par les employeurs

TABLE VIII

Domaine	Nombre d'études	Moyenne	D 1	Q 1	Mediane	Q 3	D 9	Mode	embauchés
Commercial	529	497	420	475	510	535	550	500	500
Arts industriels	205	467	400	412	488	500	533	412	412
Technologies	1181	520	435	475	525	550	595	525	525

Moyenne, médiane, mode, déciles, et quartiles des salaires militaires, par discipline selon les chiffres fournis par les employeurs par mois, pour les étudiants diplômés en 1970

TABLE VI

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

INDUSTRIE	Diplô- mes	Salair- e	Diplô- mes	Salair- e	Em- ployeurs	mes em- plois	Salair- e moyen													
TOUTES INDUSTRIES	100	529	497	33	205	467	151	1181	520											
Mines et combustibles (total)	12	45	498	2	2	-	29	245	556											
Mines et combustibles	4	8	512	-	-	-	14	134	572											
Pétrole	8	37	495	2	2	-	15	111	536											
Fabrication (total)	39	170	525	2	2	-	59	338	519											
Biens durables	15	73	528	-	-	-	25	202	516											
Biens non-durables	21	87	521	-	-	-	26	104	516											
Biens chimiques	3	10	536	-	-	-	8	32	546											
Construction	-	-	-	-	-	-	4	5	539											
Transport et communications	8	44	508	3	26	496	7	66	496											
Services d'utilités publiques	6	22	550	-	-	-	8	142	560											
Commerce en gros et de détail	5	58	501	-	-	-	3	26	395											
Finance et assurance	21	145	481	4	7	485	2	4	-											
Services	9	45	404	22	168	461	39	355	492											

Le demande et le salaire initial moyen, par discipline et par industrie, pour étudiants diplômés en 1970

TABLEAU VI

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

INDUSTRIE	Diplômes	Salariés	Em- ployeurs	Em- ployeurs moyen	Diplômes	Salariés	Em- ployeurs	Em- ployeurs moyen	Diplômes	Salariés	Em- ployeurs	Em- ployeurs moyen
TOUTES INDUSTRIES	60	453	509	20	146	515	97	867	543	586	112	607
Mines et combustibles (total)	5	43	539	—	—	—	20	199	559	10	87	607
Mines et combustibles	1	1	—	—	—	—	11	87	607	—	—	—
Pétrole	4	42	536	—	—	—	—	—	548	—	—	—
Fabrication (total)	24	96	542	—	—	—	33	148	532	12	42	523
Biens durables	8	43	555	—	—	—	18	99	516	2	5	—
Biens non-durables	15	51	528	—	—	—	—	—	—	—	—	—
Biens chimiques	1	2	—	—	—	—	3	5	516	—	—	—
Construction	—	—	—	—	—	—	2	5	—	—	—	—
Transportations et communications	6	24	530	1	6	—	7	106	581	—	—	—
Services d'utilités publiques	1	1	—	—	—	—	7	13	—	—	—	—
Commerce en gros et de détail	4	90	517	—	—	—	2	13	—	—	—	—
Finance et assurance	12	160	487	—	—	—	—	—	—	—	—	—
Services	8	39	449	19	140	514	25	324	514	—	—	—

### COMMERCIAL ARTS APPLIQUÉES TECHNOLOGIE

étudiants diplômés en 1971

Le demande et le salaire initial moyen, par discipline et par industrie, pour

TABLEAU V

REGIONAL—La demande et le salaire initial moyen, par discipline, pour étudiants en technologie												diplômes en 1970													
PROVINCES						ONTARIO						QUEBEC						ATLANTIQUE							
CANADA						DE L'OUEST						SASKATCHEWAN						NEW BRUNSWICK							
DISCIPLINE						DIPLOME						DIPLOME						DIPLOME							
TECHNOLOGIE	151	1181	520	123	450	514	146	515	531	51	180	493	22	36	481										
DISCIPLINE	Em-	Diplo-	Sa-	Em-	Diplo-	Sa-	Em-	Diplo-	Sa-	Em-	Diplo-	Sa-	Em-	Diplo-	Sa-	Em-	Diplo-	Sa-	Em-	Diplo-	Sa-	Em-	Diplo-		
TECHNOLOGIE	151	1181	520	123	450	514	146	515	531	51	180	493	22	36	481										
Biotechnologie	6	78	481	2	12	—	—	—	—	1	12	—	—	—	—										
Agriculture	1	12	—	—	—	—	—	—	—	1	12	—	—	—	—										
Architecte	3	3	—	—	—	—	4	33	439	1	30	—	—	—	—										
Chimie	10	33	509	4	6	520	4	17	525	5	9	472	1	1	1										
Genie civil	37	132	535	8	19	542	23	81	550	10	28	494	3	3	4										
Art dentaire	1	1	—	—	—	—	—	—	—	1	1	—	—	—	—										
Design industriel	15	49	456	6	19	498	6	24	425	4	425	459	1	1	1										
Electricité	27	145	549	11	65	551	15	69	553	3	6	550	2	5	5										
Alimentation	11	23	447	7	13	451	3	73	511	5	27	511	4	9	478										
Electronique	27	183	506	9	74	504	13	73	511	5	27	511	4	9	478										
Forêts et produits de la forêt	9	41	528	7	36	529	2	4	—	1	4	—	—	—	—										
Gaz, huile et pétrole	13	32	532	12	31	537	—	—	—	1	1	—	—	—	—										
Industriel	5	13	534	—	—	—	5	13	534	—	—	—	—	—	—										
Instrumentation et contrôle	19	54	574	8	18	578	6	28	585	5	7	519	1	1	—										
Mécanique	43	114	542	7	15	546	27	71	552	7	21	531	5	7	487										
Laboratoires médicaux et rayons X	10	30	428	8	20	408	1	4	—	1	6	—	—	—	—										
Métallurgie	8	15	553	2	4	—	4	9	581	2	2	—	—	—	—										
Mines	8	35	633	4	11	627	6	22	637	1	2	—	—	—	—										
Refroidissement et climatisation	1	2	—	—	—	—	1	2	—	—	—	—	—	—	—										
Arpentage	5	10	528	3	7	532	2	3	—	1	7	—	1	7	7										
Textile	—	—	—	2	14	—	—	—	—	—	—	—	—	—	—										

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

REGIONAL—La demande et le salaire moyen, par discipline, pour étudiants en technologie												diplômés en 1971												
PROVINCES												CANADA												
ONTARIO						QUEBEC						DE L'OUEST						ATLANTIQUE						
DISCIPLINE	Em- ployé- s	Diplô- mes	Sa- lairé	Em- ployé- s	Diplô- mes	Sa- lairé	Em- ployé- s	Diplô- mes	Sa- lairé	Em- ployé- s	Diplô- mes	Sa- lairé												
TECHNOLOGIE	97	867	543	91	334	543	83	356	558	35	125	511	20	52	497									
Aéronautique et aviation	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Agriculture	8	64	483	5	15	500	3	17	431	2	20	—	3	12	487									
Architecte	3	3	—	—	—	—	2	2	—	2	20	—	1	1	—	—	—	—	—	—	—	—	—	
Biotechnologie	7	37	522	2	7	—	3	18	541	4	10	486	1	2	—	—	—	—	—	—	—	—	—	
Chimie	18	82	533	7	28	556	7	32	533	6	20	497	2	2	—	—	—	—	—	—	—	—	—	
Genie civil	11	28	512	3	10	521	7	13	539	1	2	—	1	3	—	—	—	—	—	—	—	—	—	
Design industriel	9	19	462	4	7	532	3	9	418	1	1	—	1	2	—	—	—	—	—	—	—	—	—	
Electricité	26	113	562	9	43	569	14	61	562	2	3	—	2	6	—	—	—	—	—	—	—	—	—	
Alimentation	19	121	539	6	34	493	7	59	559	3	20	550	3	8	552									
Forêts et produits de la forêt	6	35	536	6	33	539	2	2	—	4	6	546	1	3	—	—	—	—	—	—	—	—	—	
Gaz, huile et pétrole	10	32	556	10	32	556	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Industrie	1	4	—	—	—	—	1	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Instrumentation et contrôle	10	41	604	5	16	582	4	24	621	1	1	—	—	—	—	—	—	—	—	—	—	—	—	
Mécanique	25	75	559	7	21	569	15	41	569	3	12	511	1	1	—	—	—	—	—	—	—	—	—	
Labouratoires médicaux	13	57	496	8	32	498	2	10	—	2	9	—	2	6	—	—	—	—	—	—	—	—	—	
Métallurgie	5	23	587	1	2	—	3	20	591	1	1	—	—	—	—	—	—	—	—	—	—	—	—	
Mines	9	48	641	4	8	652	5	27	650	5	11	625	1	2	—	—	—	—	—	—	—	—	—	
Refrigeration et climatisation	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Apprentissage	1	14	—	—	1	14	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Textile	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	

ou moins de cinq employés.  
Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employés.

**PROVINCIAL**—La demande et le salaire initial moyen, par discipline, pour étudiants en commerce et en arts appliqués diplômés en 1970

## TABLEAU II

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

DISCIPLINE	PROVINCES												CANADA														
	REGIONAL				DE LOUEST				ONTARIO				QUEBEC				ATLANTIQUE										
Em- ploy- ée	Diplô- me	Sa- cier	Em- ploy- ée	Diplô- me	Sa- cier	Em- ploy- ée	Diplô- me	Sa- cier	Em- ploy- ée	Diplô- me	Sa- cier	Em- ploy- ée	Diplô- me	Sa- cier	Em- ploy- ée	Diplô- me	Sa- cier	Em- ploy- ée	Diplô- me	Sa- cier	Em- ploy- ée	Diplô- me	Sa- cier				
COMMERCIAL	60	453	509	27	93	495	58	245	529	15	90	476	7	25	464	31	276	506	11	59	491	7	60	491	5	22	471
Administration des affaires																											
Comptabilité et gestion financière	13	66	522	5	15	481	8	47	535	2	3	-	3	11	517	1	1	-	1	1	-	1	1	-	1	-	
Programmation d'ordonnateur	13	25	529	2	2	-	8	12	533	3	11	517	-	-	-	-	-	-	-	-	-	-	-	-	-		
Hôtel, motel et restaurant	1	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Gestion industrielle	6	22	545	2	6	-	5	16	547	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-		
Commerce et distribution et détail	13	42	533	5	9	507	10	31	545	1	2	-	2	14	-	-	1	2	-	-	-	-	-	-			
Secrétariat	6	21	371	1	1	-	2	4	-	2	14	-	1	2	-	-	-	-	-	-	-	-	-	-			
Arts	20	146	515	6	82	506	14	36	575	4	24	461	1	4	-	-	-	-	-	-	-	-	-	-			
Bibliothéconomie	4	6	466	1	1	-	2	4	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-			
Journalisme	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Nursing	3	72	508	2	52	-	-	-	-	1	20	-	-	-	-	-	-	-	-	-	-	-	-	-			
Photographe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Radio et télévision	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Loisirs	2	17	-	1	3	-	2	8	-	1	2	-	1	4	-	-	-	-	-	-	-	-	-	-			
Téchnologie du bien-être social	12	45	542	1	20	-	10	24	608	1	1	-	-	-	-	-	-	-	-	-	-	-	-				

REGIONAL—La demande et le salaire initial moyen, par discipline, pour étudiants en commerce et en arts appliqués diplômés en 1971

TABLEAU I

La hausse salariale en pourcentage la moins élevée a été indiquée par les compagnies de finance et des assurances pour les secteurs industriels. Les secteurs commerciaux augmentent de 11 pour cent pour les diplômés en commerce et en arts industriels. Les secteurs commerciaux et financiers augmentent de 12 pour cent. Le secteur des mines et des commerciaux assuranciers pour les diplômés de 1,2 pour cent. Les hausses de plus de huit pour cent et de 5,4 pour cent respectivement pour des secteurs commerciaux et financiers sont les plus élevées et les plus rapides des hausses de plus de huit pour cent.

## ANALYSE DES DONNÉES INDUSTRIELLES

Les provinces de l'Ouest n'ont souligné qu'une basse minimale de moins de cinq pour cent pour les diplômes des arts industriels et des hausses de près de 26 pour cent pour les diplômes en technologie et de 28 pour cent pour les diplômes en commerce.

Le Québec pour cent  
L'Ontario a subi des diminutions de l'ordre de 22 pour cent pour les diplômés en commerce, de 31 pour cent pour les diplômés en technologie, et de 45 pour cent pour les diplômés en sciences humaines. Les diplômés en arts indus-  
triaux ont gagné 19,71 %.

Dans le Québec, les besoins en diplômes en commerce ont augmenté de 50 pour cent, alors que la demande de diplômes en arts industriels a baissé de 10 pour cent.

On a indiqué des taux plus élevés pour les diplômés en technologies que pour les diplômés en commerce et en arts appliqués dans toutes les régions, sauf l'Ontario où les taux les plus élevés ont été

## COMPARAISONS REGIONALES

cent. Les diplômes en technologie ont obtenu une augmentation salariale de 4,4 pour cent du commerce de 2,4 pour cent. Dans quelques disciplines les relevéments ont été assez considérables. Les diplômes en radiologie médicale ont joui d'une hausse salariale de tout près de 20 pour cent entre 1970 et 1971. Ceux de la bibliothécnique ont régu des salaires majeurs de 16 pour cent et ceux en laboratoire médical de tout près de 13 pour cent.

## EXPLICATION DES TABLEAUX

PREMIERE PARTIE

Taux du troisième quartile (Q3): lorsque les taux de salaires sont disposés en ordre décendant, le neuvième décile est le taux de salaire au-dessus duquel tombe 10 pour cent et en-dessous duquel tombe 90 pour cent du total des observations.

Le taux dominant: le taux de salaire offert au plus grand nombre des diplômés demandés.

Taux du neuvième décile (D9): lorsque les taux de salaires sont disposés en ordre décendant, le troisième quartile est le taux de salaire au-dessus duquel tombe 75 pour cent du total des observations.

Taux du quartile 25 pour cent et en-dessous duquel tombe 75 pour cent du total des observations.





La troisième partie du rapport résume les tentatives de recrutement faites par l'emploi-entrepreneur pendant les années scolaires 1969-1970 et 1970-1971. La quatrième partie fait brièvement état de l'enquête de 1970 sur l'emploi d'été des étudiants du niveau postsecondaire au Canada. L'appendice I ennumére l'enumeration alphabétique des employeurs participants et l'appendice II ennumére les bureaux de placement universitaires qui ont collaboré à l'enquête. L'appendice III comprend des questionnaires des questionnaires utilisés dans l'enquête.

Le présent rapport s'attarde à plusieurs questions qui implique le recrutement des nouveaux diplômés de collège. Il est composé de quatre parties: la première présente le recrutement des nouveaux diplômés de collège, la deuxième les salaires obtenus des Centres de Main-d'œuvre du Canada établie dans les campus. Ces renseignements ont trait à l'emploi d'étudiants diplômés, selon les rapports fournis par les étudiants du secteur industriel et par les étudiants de quartiers. Ces deux dernières parties analysent les renseignements sur les salaires obtenus des Centres de Main-d'œuvre du Canada établie dans les campus. Ces deux dernières parties analysent les renseignements sur les salaires obtenus des Centres de Main-d'œuvre du Canada établie dans les campus. Ces deux dernières parties analysent les renseignements sur les salaires obtenus des Centres de Main-d'œuvre du Canada établie dans les campus. Ces deux dernières parties analysent les renseignements sur les salaires obtenus des Centres de Main-d'œuvre du Canada établie dans les campus.

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Le rapport « Demande et salaires » est publié annuellement afin de fournir aux conseillers, aux organisations, aux autorités des collèges, aux organisations universitaires, aux organismes de renseignements à jour sur la demande et les salaires initiaux moyens, offerts aux autres interlocuteurs de collèges spécialisés dans des disciplines diverses. Les données sont obtenues des employeurs et des bureaux de placement pour les collégiens. \*

La Division des professions libérales et techniques met à jour d'autres publications concernant l'éducation postsecondaire, notamment:

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La Division des professions libérales et techniques

Ministère de la Main-d'œuvre et de l'immigration

Département des professions libérales et techniques

Ottawa K1A 0J9 (Ontario)

La Section des bacheliers en diplômes

Tout commentaire ou toute proposition que vous pourrez faire à propos de ce rapport doivent être adressés à:

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